

| PERSON SPECIFICATION - HEADTEACHER TDPC | | | | | |
|--|-----------------------------------|-----------|---|-----------------------------------|-----------|
| Knowledge, Skills & Experience | | | | | |
| ESSENTIAL | Essential Criteria Evidenced at : | | DESIRABLE | Desirable Criteria Evidenced at : | |
| | Application | Interview | | Application | Interview |
| Qualified Teacher Status | ✓ | | NPQH or relevant leadership training | ✓ | |
| An excellent knowledge of the relevant legalisation and guidance with regard to alternative provision, safeguarding, inclusion, exclusion and children with social, emotional, mental health and medical needs. | ✓ | | Evidence of further professional development in preparation of educational leadership (i.e. Masters in Education). | ✓ | |
| Evidence of substantive leadership experience in one or more settings (i.e. primary, secondary, special, alternative provision) which provided high quality services resulting in good outcomes for the children and young people. | ✓ | ✓ | A sound knowledge of understanding of employment and Health and Safety legalisation. | | ✓ |
| Evidence of operating successfully within an accountability framework for the quality of education and pupil outcomes to a Governing Body or similar, Ofsted and Local Authority. | ✓ | | Evidence of successful management of staff performance including supervision, target setting and capability and conduct procedures. | ✓ | ✓ |
| Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils, including reducing the barriers for vulnerable and disadvantaged pupil groups. | ✓ | ✓ | Demonstrable experience of implementing equality and diversity in employment and service delivery. | ✓ | ✓ |
| Evidence of developing and maintaining a fair and open workplace culture and an ability to manage conflict positively. | | ✓ | Evidence of leading a team(s) through change with a successful outcome. | | ✓ |

| ESSENTIAL | Essential Criteria Evidenced at : | | DESIRABLE | Desirable Criteria Evidenced at : | |
|--|--|------------------|--|--|------------------|
| | Application | Interview | | Application | Interview |
| Evidence of collaborative working with vulnerable families and multi-agency teams to support children and young people and their families' social, emotional, mental health and medical needs. | ✓ | ✓ | Evidence of collaborative working and developing partnership working with key stakeholders including schools, private and voluntary providers. | ✓ | ✓ |
| Evidence of effective analysis of data to inform improved plans and outcomes. | | ✓ | | | |
| Skills & Abilities | | | | | |
| To believe in the potential of every young person. | | ✓ | Ability to manage and monitor budgets and deploy resources. | | ✓ |
| Ability to demonstrate emotional intelligence and personal qualities such as commitment, integrity, accountability, flexibility and enthusiasm. | | ✓ | Ability to develop leadership capacity and skills within teams and individuals. | | ✓ |
| Ability to successfully manage conflicting priorities and to meet deadlines. | | ✓ | | | |
| Ability to communicate effectively with individuals and groups, to prepare papers, facilitate meetings and deliver presentations. | ✓ | ✓ | | | |
| Commitment to challenge discriminatory practice at an individual and organisational level. | | ✓ | | | |