**Person Specification**

**Headteacher**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | Degree or equivalent  Qualified Teacher Status | NPQH  Post graduate qualification in SEN or Education Management |
| **Skills, Knowledge & Experience** | Relevant and recent experience as a Headteacher or Deputy Headteacher in a school for pupils with severe and complex needs with a minimum of 3 years Senior Leadership experience  A strong professional development record and evidence of recent and relevant Continued Professional Development  Excellent classroom practitioner  Evidence of managing a successful whole school initiative  Evidence of managing change including raising achievement  Knowledge and awareness of current educational theories  A clear understanding of the attributes of effective learning and high quality teaching and experience of feeding back to teachers  Experience of developing and leading in-service training  Experience of mentoring and coaching staff  Evidence of understanding whole school self-evaluation and improvement planning and the Ofsted inspection process | Evidence of implementation of innovative learning and teaching initiatives |
| **Safeguarding & Equal Opportunities** | Up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children  Able to demonstrate commitment to the protection and safeguarding of children  Experience of multi-agency working in the support of children in relation to safeguarding and child protection  Committed to providing equal opportunities in the curriculum and pastoral care  Committed to promoting equal opportunities in staff recruitment, promotion and training | Understanding of Tameside procedures including application of thresholds and the graded care profile |