**Person Specification**

**Headteacher**

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|  | **Essential**  | **Desirable**  |
| **Qualifications**  | Degree or equivalentQualified Teacher Status | NPQHPost 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 experienceA strong professional development record and evidence of recent and relevant Continued Professional DevelopmentExcellent classroom practitionerEvidence of managing a successful whole school initiativeEvidence of managing change including raising achievementKnowledge and awareness of current educational theoriesA clear understanding of the attributes of effective learning and high quality teaching and experience of feeding back to teachersExperience of developing and leading in-service trainingExperience of mentoring and coaching staffEvidence 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 childrenAble to demonstrate commitment to the protection and safeguarding of childrenExperience of multi-agency working in the support of children in relation to safeguarding and child protectionCommitted to providing equal opportunities in the curriculum and pastoral careCommitted to promoting equal opportunities in staff recruitment, promotion and training | Understanding of Tameside procedures including application of thresholds and the graded care profile |