**NORTH RIDGE COMMUNITY SCHOOL**

**HEADTEACHER**

**PERSON SPECIFICATION**

**1. QUALIFICATIONS AND TRAINING**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Qualified teacher status | 🗸 |  |
| Degree | 🗸 |  |
| Higher degree |  | 🗸 |
| Management qualification |  | ✓ |
| National Professional Qualification for Headship (NPQH) or equivalent | 🗸 |  |
| Recent participation in a range of relevant In-service training | 🗸 |  |

1. **TEACHING AND MANAGEMENT EXPERIENCE**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Leadership experience at headteacher level |  | 🗸 |
| Leadership experience at deputy head level | 🗸 |  |
| Experience of management in a multi-professional environment required for post |  | 🗸 |
| Experience in more than one school | ✓ |  |

1. **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Educational development of pupils | 🗸 |  |
| School leadership and management | 🗸 |  |
| School curriculum and assessment particularly in relation to pupils with Learning difficulties, disabilities and a range of other needs. | 🗸 |  |
| Effective teaching and learning strategies in special school | 🗸 |  |
| School improvement strategies | 🗸 |  |
| Budget Management | ✓ |  |

**4. PERSONAL SKILLS AND QUALITIES**

|  |  |  |
| --- | --- | --- |
| A very high standard should be demonstrated in the following | **Essential** | **Desirable** |
| Communication | 🗸 |  |
| Interpersonal skills | 🗸 |  |
| Confidence | 🗸 |  |
| Dynamism | 🗸 |  |
| Commitment | 🗸 |  |

1. **FURTHER REQUIREMENTS**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Application forms should be completed in full | 🗸 |  |
| Letters should be clear and concise | 🗸 |  |
| Clear educational philosophy | 🗸 |  |
| Should address the criteria identified in the person specification | 🗸 |  |

**6. REQUIREMENTS FROM CONFIDENTIAL REFERENCES**

|  |  |
| --- | --- |
|  | Essential |
| Written reference(s) only | 🗸 |
| Confirmation of professional and personal knowledge, skills and abilities | 🗸 |
| Positive recommendation from current employer | 🗸 |
| Good health and attendance record | 🗸 |