



PERSON SPECIFICATION FOR HEAD OF SCHOOL (SLS)

REQUIREMENT	ESSENTIAL	DESIRABLE
Qualifications and training	QTS	<ul style="list-style-type: none"> • Additional training in positive behaviour management approaches/strategies • Additional training in Leadership NCSL courses eg. NPQH/NPQSL
Experience	<ul style="list-style-type: none"> • SEMH teaching experience at good or better standard • Experience of leading, motivating and developing staff • At least 2 years experience as a school senior manager/ leader • Experience of successful primary phase curriculum development and leadership • Experience of the effective use of assessment and analysis of data in raising standards • Experience of effective partnership working with other schools, parents and also interagency working • Experience of implementing school self evaluation processes and analysing data, informing actions for improvement 	<ul style="list-style-type: none"> • Experience of carrying out performance management • Experience of conducting Annual Reviews of students statements of educational needs • Experience of leading staff training
Professional knowledge and understanding	<ul style="list-style-type: none"> • Knowledge of range of assessment processes • Using data to set targets for improvement and intervention plans • Knowledge and understanding of effective teaching and learning styles • Knowledge of strategies to support specific SEN • Knowledge of how to contribute to professional development of other staff • Legal requirement on safeguarding and promotion of the well-being of children • National Curriculum 	<ul style="list-style-type: none"> • Knowledge of latest Ofsted framework • Awareness of Residential School Minimum Standards

Professional skills <i>(Professional skills cont.)</i>	<ul style="list-style-type: none"> • Proven Management skills and appropriate leadership skills to support the strategic development and direction of the school • Use of ICT as a tool for teaching, learning and administration • Ability to formulate SMART targets for individuals across the curriculum • Ability to lead and coordinate a wide range of National Curriculum subjects to meet individual student needs • Ability to work independently and as part of a team. • Assessment for learning and differentiation • An exemplary classroom practitioner • Positive behaviour management skills • Ability to create a positive culture of high expectation and challenge, and promoting emotional well being of students • Ability to deputise for the Executive Headteacher • Excellent written/oral communication skills • Extensive knowledge of appropriate age range and special phase issues 	<ul style="list-style-type: none"> • Team Teach training or other additional positive behaviour management tools
Quality of application	<ul style="list-style-type: none"> • Clearly written document • Well thought out view • It should address the post requirements and be well presented 	
Reference	<ul style="list-style-type: none"> • Supportive references from employer 	
Disclosure of Criminal Record	<ul style="list-style-type: none"> • The successful candidates appointment will be subject to the Local Authority obtaining satisfactory enhanced disclosure from DBS 	
Professional attributes: <ul style="list-style-type: none"> • Reflective, creative practitioner, committed to CPD • Ability to communicate effectively with pupils, parents, colleagues and other professionals, valuing their contributions, enabling pupil progress, achievement and well-being. • Ability to establish fair, respectful, trusting, supportive and constructive relationships with pupils and staff • Commitment to inclusion, equality and diversity • The ability to initiate and manage change • Full UK Driving License and willingness to transport pupils as required 		

Personal qualities:

- Passionate about enabling pupils to overcome challenges and experience success
- Emotional resilience and commitment to ensuring achievement and well being of each individual pupil
- A sense of humour
- A solution focussed approach
- Flexibility, consistency, integrity
- An ambitious and diligent professional who can motivate and inspire others including teachers, parents and governors
- The ability to deal sensitively with people and resolve conflict
- An unrelenting positive attitude
- Ability to manage time effectively
- Good health and attendance record