

**Person Specification – Head Teacher**

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| **Criteria for Selection** | **Essential or Desirable** | **Method of Assessment** |
| **Education, Training and Qualifications** | | |
| Diploma or Degree level qualifications in Education or Teaching | **E** | Application form  Qualifications |
| NPQH qualification | **D** |
| Curative/Steiner based education diploma | **D** |
| **Experience** | | |
| Minimum of 2 years’ experience of working at senior level in an education setting | **E** | Application form  Qualifications  References  Interview |
| Minimum of 7 years of teaching experience | **E** |
| Experience in supporting young people with challenging behaviour  (experience of severe learning difficulties and complex needs desirable but not essential) |  |
| Experience of holding a similar post with similar level of responsibility (within a School environment desirable but not essential) | **E** |
| Experience of writing high level reports | **E** |
| Experience of supervising and managing staff | **E** |
| Experience of developing and maintaining positive working relationships with colleagues | **E** |
| Experience of maintaining confidential records | **E** |
| **Knowledge** | | |
| Excellent knowledge of the relevant Ofsted compliance and inspection framework | **E** | Application form  References  Interview |
| Openness to the Educational principles of Rudolf Steiner | **E** |
| Awareness of Camphill principles | **E** |
| Knowledge of Outdoor Learning and its benefits | **E** |
| **Skills and abilities** | | |
| Confident to meet difficult situations with a calm and mature response | **E** | Application form  References  Interview |
| Able to work with a variety of colleagues and professionals from different backgrounds as part of a team | **E** |
| Excellent Communication skills on all levels | **E** |
| Excellent command of written and spoken English | **E** |
| Good ICT skills | **E** |
| **Personal qualities and attitude** | | |
| Genuine interest to work with children and young people | **E** | References  Interview |
| Ability to work under pressure | **E** |
| Positive outlook and self-motivated, whilst motivating others | **E** |
| Ability to take responsibility and show initiative | **E** |
| Team player, flexible, inclusive and respectful | **E** |
| Actively support the ethos of the School | **E** |
| Full driving licence | **E** |