**Bishopswood School**



**PERSON SPECIFICATION: ASSISTANT HEADTEACHER**

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| **ESSENTIAL** | **DESIRABLE** |
| **Qualifications/Training:** | |
| Qualified teacher status | Additional post qualified training related to special education needs |
|  | SLD/ PMLD/ASD training |
| Evidence of recent relevant Continuing Professional Development including evidence of attendance on leadership courses. |
| **Experience:** | |
| Successful teaching experience working with pupils with severe learning difficulties and complex needs | Experience of working with colleagues in mainstream schools |
| Teaching experience in an inclusive setting | Recent TEAM TEACH training |
| Experience of developing a specific area of curriculum and monitoring its implementation. | Experience of managing site health and safety including identifying hazards and ensuring risk assessments are made and implemented. |
| Training and experience of promoting amongst pupils high standards of behaviour and respect for others | Familiar with assessments for pupils with SEND. |
| EYFS/primary experience |  |
| **Professional Knowledge/ Attitude/ Skills:** | |
| Knowledge and experience of SEN teaching and learning strategies and approaches | Knowledge of the developmental nature of learning in an SLD/PMLD school |
| A commitment to inclusion |  |
| An understanding of and commitment to equality of opportunity for people with disabilities |
| An understanding of and commitment to working in partnership with parents | A clean driving licence |
| Up to date and effective ICT skills | Knowledge of the National Curriculum |
| Ability to deliver training courses |  |
| Experience of coaching and mentoring |  |
| Evidence of the ability to communicate clearly and concisely both orally and in writing. |  |
| **Personal Qualities:** | |
| Strong qualities of leadership |  |
| Personal qualities that allow effective work as a member of the school’s senior management team. |  |
| Ability to be flexible and to use own initiative | Adaptable, positive and resilient |
| Good communication skills with adults and young people | Committed to continuing own professional development |
| Able to demonstrate good organisational skills |  |
| Evidence of good interpersonal skills and the ability to work effectively as a member as a team and develop and maintain good relations with all members of the school community. |  |
| Creative approach in problem solving situations and self motivated |  |
| A flexible approach to tasks |  |
| A sense of humour |  |
| **Physical Requirements:** |  |
| Willingness to take an active role in the total care of the students in the class | Relevant moving and handling training |

**The Governing Body will actively offer long term support to the successful candidate to help prepare and develop him/her towards headship.**