**Person Specification – SEMH**

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| --- | --- | --- | --- |
| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **TESTED BY** |
| **Qualifications** |  |
| Good honours degree |  | ✓ | D |
| Qualified teacher status | ✓ |  | D |
| Further professional qualifications |  | ✓ | D |
| **Shaping the future** |
| An effective communicator at all levels | ✓ |  | A / I |
| A strategic thinker | ✓ |  | I |
| The ability to generate a vision and carry others | ✓ |  | A / I |
| A clear working knowledge and understanding of the current OFSTED framework | ✓ |  | I |
| Ability to monitor progress | ✓ |  | I |
| **Teaching & Learning** |
| The ability to devise and implement strategies for raising achievement and for intervention strategies | ✓ |  | I |
| Experience of middle leadership |  | ✓ | A / I |
| A highly talented classroom practitioner | ✓ |  | A |
| A clear understanding of assessment procedures | ✓ |  |  I |
| An ability to recognise and encourage excellent practice | ✓ |  |  I |
| **Curriculum** |
| Detailed knowledge of relevant curriculum areas | ✓ |  | A / I |
| Detailed knowledge of qualifications framework |  | ✓ | A / I |
| Evidence of securing good outcomes for students | ✓ |  | A |
| **Leadership** |
| Experience of leadership within a department or faculty |  | ✓ | A |
| Evidence of having led a project or initiative that has raised achievement | ✓ |  | A / I |
| Ability to present and promote a positive image of school | ✓ |  | I |
| Ability to work with key stakeholders | ✓ |  | I |
| **Managing students** |
| Experience of effective behaviour management | ✓ |  | A / I |
| Ability to develop good relationships with students | ✓ |  | I |
| **Developing self and working with others** |
| Recent experience as a middle leader  |  | ✓ | A |
| Experience of delivering INSET |  | ✓ |  A |
| The ability to develop, empower and sustain colleagues | ✓ |  | I |
| The ability to give and receive effective feedback and act to improve personal performance | ✓ |  | I |
| A breadth of interest beyond the school curriculum that can be shared with students and staff |  | ✓ | A |
| Evidence of study and/or interest in education outside school cpd |  | ✓ | A |
| **Managing the Organisation** |
| An understanding of the principles of effective management, delegation and organisation | ✓ |  | I |
| Experience of performance management |  | ✓ | A |
| The ability to prioritise and manage time effectively | ✓ |  | I |
| The ability to make decisions and act upon them | ✓ |  | I |
| A clear commitment to use consultation to aid improvement | ✓ |  | I |
| **Securing Accountability** |
| The ability to use a range of data to support and challenge performance | ✓ |  | I |
| The ability to acknowledge excellence and share good practice | ✓ |  | I |
| The ability to use performance data to identify under achievement and implement strategies for improvement | ✓ |  | I |
| Experience of carrying out a range of QA tasks |  | ✓ | A |
| Ability to make clear and accurate judgements | ✓ |  | I |
| **Strengthening the Community** |
| The ability to work effectively with parents and carers to support their children’s learning | ✓ |  | I |
| Willingness to contribute to enrichment activities | ✓ |  | I |
| The ability to listen to, reflect and act on stakeholder concerns | ✓ |  | I |
| **Personal Qualities** |
| Stamina and resilience  | ✓ |  | I |
| Excellent interpersonal skills | ✓ |  | A / I |
| Level headedness | ✓ |  | I |
| A sense of humour and proportion | ✓ |  | I |
| Reliability and ability to meet deadlines | ✓ |  | I |
| Treating others with respect and courtesy | ✓ |  | I |
| Commitment to work collaboratively and develop strong teams | ✓ |  | I |

Key: I = Interview A = Application D = Documentation