**Southall School Headteacher – Person Specification**

Applicants must be able to demonstrate how they meet the essential criteria as indicated in the ‘measured’ column.

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| **PERSON SPECIFICATION** | **Essential** | **Desirable** | **Measured by:**  **A. Application form**  **B. Panel exercise**  **C. Interview** |
| **Qualifications and Training** |  |  |  |
| Qualified Teacher Status | X |  | A |
| Higher degree qualification, postgraduate course, recognised SEND qualification |  | X | A |
| Willingness to extend personal and professional development demonstrated by a track record of recent professional development. | X |  | A |
| Completion of NPQH |  | X | A |
| **Knowledge and Experience** |  |  |  |
| Successful experience as Headteacher, Head of School or Deputy Headteacher | X |  | A and C |
| Proven ability and experience to improve the Quality of Education and Therapeutic Care | X |  | A and C |
| Proven ability and experience of leading successful teams | X |  | A and C |
| Conducting Appraisal and supervision of Education and Support Staff | X |  | A |
| Proven record of effective teaching of pupils with SEMH and complex medical and learning needs | X |  | A |
| Implementing effective whole school strategies to raise achievement and improve behaviour | X |  | A and C |
| Knowledge of the KS 3 and KS 4 curriculum and recent developments | X |  | A and C |
| Knowledge of current national initiatives with regard to teaching, learning and assessment. | X |  | C |
| Working effectively with Governors | X |  | A and C |
| Leading professional development activities | X |  | A |
| Appointing, managing and inducting staff | X |  | A and C |
| Significant contribution to the efficient and effective management of school resources | X |  | A and C |
| Effective financial management |  | X | A and B |
| Strategic improvement planning and action planning |  | X | A and C |
| Working with and supporting families | X |  | A and C |
| Working with local authorities in supporting the placement of pupils |  | X | A and C |
| Use of data to inform areas of improvement | X |  | B and C |
| Understanding Ofsted inspections for schools and its implications | X |  | C |
| Knowledge of the Education Act and legislation relevant to Specialist Provisions |  | X | C |
| Understanding of the procedures to safeguard and protect Vulnerable Pupils and Adults | X |  | C |
| A working knowledge of managing physical intervention and child protection procedures | X |  | A and C |
| Understanding of the characteristics of an effective and inclusive school | X |  | A and C |
| Liaising with other schools and post-16 providers |  | X | A and C |
| **Skills** |  |  |  |
| An individual with a clear vision and with the ability to lead, motivate and inspire staff and pupils | X |  | B |
| A clear strategic thinker who displays a high level of initiative and self-motivation | X |  | A, B and C |
| Sets high expectations for pupils and staff | X |  | A and C |
| Excellent communications skills at all levels |  |  | A, B and C |
| Flexible and Approachable | X |  | B |
| Reliability and Integrity | X |  | B |
| Efficient, adaptable, well organised and decisive | X |  | B |
| Resilient under pressure | X |  | B |
| A sense of humour and perspective | X |  | B |
| Ability to deal sensitively with people and resolve conflict | X |  | B and C |
| Competent in the use of ICT | X |  | A and C |
| Competent in financial management |  | X | B and C |
| A positive and enthusiastic approach to work and open to innovation | X |  | B |
| Commitment to working with partner agencies to support and enhance the pupils’ education | X |  | C |
| A desire to enable each pupil to achieve their personal best | X |  | A |
| Commitment to the continuing professional development of all staff | X |  | A |
| Commitment to equality of opportunity and inclusion | X |  | A |