



Head Teacher Person Specification

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

Criteria	Essential/Desirable
Qualifications	
Degree-level qualification	E
Qualified Teacher Status	E
Professional Development	
Evidence of recent and relevant continuous professional development	E
Must be working towards or have successfully completed NPQH, or equivalent	D
Leadership and Management Knowledge and Experience	
Proven experience of strategic leadership and management within the Senior Leadership Team of a special school setting	E
Experience of being a leader or manager in a good or outstanding school	E
Experience of leadership and management in a culturally diverse school environment	E
Experience of effective leadership and management of staff including appraisal, performance management and disciplinary procedures	E
Able to hold staff to account for their professional conduct and practice, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	E
Experience of leading and managing change in a school effectively, including school self-evaluation	E
Leading and managing staff and teams and ensuring they are empowered, motivated and are achieving standards of best practice and competencies	E



Experience of strategic financial and premise planning and budget management to ensure sustainable school improvement	D
Experience of leading whole school improvement with strategic and measurable outcomes	E
Understanding of current education strategies, changes and the political context and how to translate this into school leadership	E
Experience of providing leadership and vision in respect of equality, community cohesion and the promotion of British values	E
Safeguarding Knowledge and Experience	
Evidence of recent and relevant safeguarding training	E
Undertaken Designated Senior Lead (DSL) safeguarding training	D
Thorough understanding of safeguarding processes including the role of the Designated Safeguarding Lead	E

Knowledge and Experience of Working in the Special School Environment	
Experience of teaching children with special needs	E
Evidence of sustained high-quality teaching	E
Experience of teaching children with special needs in more than one setting	D
Experience of developing and implementing effective pastoral care for students with special needs	E
Experience of working with other schools and providers and the community locally	D
Experience of working with other schools, providers and agencies nationally	D
Experience of proactively working and engaging with families, parents and carers	E
Experience of working effectively within a multidisciplinary team including health and social care	E
Wide, current knowledge and understanding of education and school systems locally and nationally	E
Knowledge and understanding of strategies to develop effective teaching, learning and assessment practice within a school	E
Understanding of accountability measures and Ofsted inspection process	E
Detailed and working knowledge of education legislation and statutory guidance governing schools, special educational needs and the national curriculum	E



Professional Attributes and Personal Qualities	
Be a committed educational professional, with experience and credibility, to help lead the school in its next stages of development	E
Able to lead, drive, coach, mentor and support a whole staff team effectively	E
Promote a strong educational philosophy and ethos which reflects the values of the school	E
Demonstrate an understanding and belief that children come first	E
To be forward thinking and innovative	E
To be able to articulate a clear vision for providing high quality education, demanding ambitious standards for all of our pupils, overcoming disadvantage and advancing equality	E
To have an ability to provide a strategic direction and development of the school	E
Ability to work effectively with the Governing Body and actively support them to understand its role and deliver its functions effectively and be open to strong governance	E
To be able to successfully collaborate with colleagues across both schools and other organisations	E
To have the ability to monitor, evaluate and challenge, using a range of evidence	E
To be able to plan, prioritise and implement organisational strategies, making best use of available resources	E
To be a caring and committed professional who has the highest expectations for all pupils	E
To have the ability to provide effective leadership at all levels and the ability to develop inclusive practices for pupils	E
To have effective communications and presentation skills, both written and verbal, with the ability to relate to all sectors of the school community	E
To have the ability to lead and motivate colleagues and pupils and provide an excellent role model to staff, students and parents	E
To have the ability to take responsibility and work with a high degree of autonomy and independence	E
To have effective ICT skills	E



ICKBURGH SCHOOL

To be able to find solutions to problems and have the ability to work effectively under pressure	E
To be proactive and solution focused to deal with the challenges of school improvement	E
To have a commitment to further personal and professional development	E
To have a commitment to, and act as advocate for, the principles of Equality	E
Commitment to safeguarding and promoting the welfare of children	E
To lead and inspire trust and confidence in the whole school community	E
Be flexible and resilient	E