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**PERSON SPECIFICATION FOR HEAD OF SCHOOL (SLS)**

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| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and training | QTS  | * Additional training in positive behaviour management approaches/strategies
* Additional training in Leadership NCSL courses eg. NPQH/NPQSL
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| Experience | * SEMH teaching experience at good or better standard
* Experience of leading, motivating and developing staff
* At least 2 years experience as a school senior manager/ leader
* Experience of successful primary phase curriculum development and leadership
* Experience of the effective use of assessment and analysis of data in raising standards
* Experience of effective partnership working with other schools, parents and also interagency working
* Experience of implementing school self evaluation processes and analysing data, informing actions for improvement
 | * Experience of carrying out performance management
* Experience of conducting Annual Reviews of students statements of educational needs
* Experience of leading staff training
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| Professional knowledge and understanding | * Knowledge of range of assessment processes
* Using data to set targets for improvement and intervention plans
* Knowledge and understanding of effective teaching and learning styles
* Knowledge of strategies to support specific SEN
* Knowledge of how to contribute to professional development of other staff
* Legal requirement on safeguarding and promotion of the well-being of children
* National Curriculum
 | * Knowledge of latest Ofsted framework
* Awareness of Residential School Minimum Standards
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| Professional skills*(Professional skills cont.)* | * Proven Management skills and appropriate leadership skills to support the strategic development and direction of the school
* Use of ICT as a tool for teaching, learning and administration
* Ability to formulate SMART targets for individuals across the curriculum
* Ability to lead and coordinate a wide range of National Curriculum subjects to meet individual student needs
* Ability to work independently and as part of a team.
* Assessment for learning and differentiation
* An exemplary classroom practitioner
* Positive behaviour management skills
* Ability to create a positive culture of high expectation and challenge, and promoting emotional well being of students
* Ability to deputise for the Executive Headteacher
* Excellent written/oral communication skills
* Extensive knowledge of appropriate age range and special phase issues
 | * Team Teach training or other additional positive behaviour management tools
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| Quality of application | * Clearly written document
* Well thought out view
* It should address the post requirements and be well presented
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| Reference | * Supportive references from employer
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| Disclosure of Criminal Record | * The successful candidates appointment will be subject to the Local Authority obtaining satisfactory enhanced disclosure from DBS
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| **Professional attributes:*** Reflective, creative practitioner, committed to CPD
* Ability to communicate effectively with pupils, parents, colleagues and other professionals, valuing their contributions, enabling pupil progress, achievement and well-being.
* Ability to establish fair, respectful, trusting, supportive and constructive relationships with pupils and staff
* Commitment to inclusion, equality and diversity
* The ability to initiate and manage change
* Full UK Driving License and willingness to transport pupils as required
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| **Personal qualities:*** Passionate about enabling pupils to overcome challenges and experience success
* Emotional resilience and commitment to ensuring achievement and well being of each individual pupil
* A sense of humour
* A solution focussed approach
* Flexibility, consistency, integrity
* An ambitious and diligent professional who can motivate and inspire others including teachers, parents and governors
* The ability to deal sensitively with people and resolve conflict
* An unrelenting positive attitude
* Ability to manage time effectively
* Good health and attendance record
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