



# Mowbray School

## PERSON SPECIFICATION – Executive Headteacher at Mowbray School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential on appointment</b>	<b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b>
Qualified Teacher status	X	
Graduate or equivalent	X	
Evidence of continuous professional development (e.g. NPQH, Management qualification, NASEN, SEND qualification etc.)	X	
Knowledge around Child Protection with demonstrable knowledge around safeguarding in a disability context	X	
<b>EXPERIENCE AND SKILLS</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Recent senior leadership experience and management in a special school for children and young people with SEND	X	
Recent leadership experience at Headteacher or Deputy Headteacher level in a special school for children and young people with Learning Disabilities and associated needs including but not limited to complex medical needs, physical disability, sensory impairments and Autism	X	
Thorough knowledge of effective provision for pupils and students with SEND across the 3 -16 age range	X	
Evidence of forging effective partnerships and networks across the Education, Health, Care and Third sectors		X
Thorough knowledge of the types of appropriate SEND curriculum and assessment of pupils with SEND	X	
Thorough knowledge of the National Curriculum	X	

The Selection Panel will require evidence that you meet all the standards outlined in the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies:

<b>Key Competencies</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Passionate commitment to special education	<b>X</b>	
Clarity of Vision	<b>X</b>	
High expectations of self and others and to include high aspirations for students.	<b>X</b>	
Skilful communication according to audience	<b>X</b>	
Influencing		
Respect for others	<b>X</b>	
Building effective teams		
<b>SAFEGUARDING</b>		<b>Essential on appointment</b>
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure		
Demonstrate a commitment to safeguarding and the welfare of children and young people		<b>X</b>
Knowledge and awareness of safeguarding children in a disability context		<b>X</b>
Ability to form and maintain appropriate relationships and personal boundaries		<b>X</b>
Emotional resilience in working with challenging behaviours and situations		<b>X</b>
Recognition that for many of the pupils, behaviour is communication and appropriate restorative approaches are in place to support emotional and behavioural regulation		<b>X</b>