

**PERSON SPECIFICATION
Headteacher at Springwater School**

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria within the National Standards for Headteachers. Whilst all the below characteristics are assessed throughout the recruitment process, it is indicated when each dimension is most likely to be assessed:

TECHNICAL			
QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)	Assessment Application Interview Clearances
Qualified Teacher status	X		A C
Further professional/academic study in SEND specialist qualifications	X		A C
Evidence of gaining or working towards NPQH or NPQEL qualification or equivalent		X	A C
Evidence of continuous professional development used to develop self and others including recent leadership training and development	X		A I
SKILLS AND KNOWLEDGE	Essential on appointment	Desirable on appointment	Assessment Application Interview Clearances
A detailed understanding of current legislation relating to schools and of national and local education priorities	X		A I
Up-to-date knowledge of school improvement planning, evaluation, and quality assurance processes	X		A I
Knowledge of the statutory documentation and legislation applicable to the leadership and management of schools including child protection, the SEND Code of Practice, inclusion and health and safety	X		A I
An excellent understanding of specialist SEND curriculum design and implementation	X		A I
Knowledge of a range of effective communication strategies including for developing and maintaining high standards of attainment, behaviour, and attendance appropriate for the setting	X		A I
Up-to-date knowledge of research relating to education and of current and emerging Ofsted policy and practice	X		I
SAFEGUARDING: Demonstrate a secure commitment to safeguarding and the welfare of children and young people	X		A I C
SAFEGUARDING: Form and maintain appropriate relationships and personal boundaries, demonstrating and maintaining appropriate authority	X		I C
SAFEGUARDING: Secure knowledge of current statutory safeguarding guidance for schools and understanding of the strategic and operational management of safeguarding to protect the health and wellbeing of children and young people, and staff	X		I C

EXPERIENCE			
	Essential on appointment	Desirable on appointment	Assessment Application Interview Clearances
Successful experience of SEND workforce development, that includes performance management and the supervision of staff wellbeing and workload	X		A I
Experience of using data, and other contextual information insightfully to meet challenging targets	X		A I
Experience with whole-school organisational management, ensuring systems, processes and policies are effectively developed and implemented	X		A I
Evidence of communicating and working effectively with staff, governors, and other key stakeholders in school and externally	X		A I
Experience of implementing professional development strategies for staff to ensure quality provision and outcomes for pupils	X		A I
Experience of an Ofsted inspection at a leadership level		X	A I
APTITUDE			
	Essential on appointment	Desirable on appointment	Assessment Application Interview Clearances
The ability to develop and maintain skills to enable successful partnerships and collaborative working to improve the quality of education and outcomes for all children and young people	X		I

There will be a particular focus on the following key competencies:

COMPETENCIES		
Key Competencies identified to be assessed	Essential on appointment	Assessment Application Interview Clearances
Passionate commitment to SEND education	X	I
Strategic thinking	X	I
Accepts responsibility and holds others to account	X	I
Skilful communication according to audience	X	I
Building networks	X	I
Adhering to principles and values	X	I
Seeks organisational reflection	X	I