

Person Specification

	Essential	Desirable
Qualifications and Training		
Qualified Teacher Status or equivalent	✓	
Higher degree qualification, postgraduate course, recognised special education qualification		✓
Evidence of continuing personal and professional development	✓	
Experience		
At least two successive years' experience as a senior leader in special education either in a special or mainstream setting.	✓	
Experience of conducting performance management	✓	
Evidence of management of the curriculum and assessment	✓	
Experience of working with children with challenging behaviours	✓	
Experience of leading CPD activities	✓	
Experience of appointing, managing and inducting staff	✓	
Experience of resource management	✓	
Experience of financial management		✓
Experience of successful marketing and admissions work		✓
Experience of managing Health & safety in Schools	✓	
Experience of successful team leadership	✓	
Experience of implementing strategies to raise student achievement and improve student behaviour	✓	
Experience of School improvement planning or action planning		✓
Experience of planning the curriculum across a range of ages and abilities	✓	
Experience of monitoring and evaluating School effectiveness	✓	
Experience of working with, and supporting, parents	✓	

Knowledge and Understanding		
Knowledge of Education Acts and other legislation relevant to special education	✓	
Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community.	✓	
Knowledge and understanding of social, emotional and mental health difficulties and the strategies which can support and develop learners, allowing them to thrive.	✓	
Understanding of OFSTED requirements	✓	
Understanding of, and commitment to, spiritual, moral, social and cultural development	✓	
Understanding the SEND Code of Practice	✓	
Understanding the 2019 Curriculum, including assessment, recording and reporting requirements	✓	

Professional Skills		
Ability to lead and provide a clear vision	✓	
Ability to enthuse and motivate others	✓	
Ability to manage people and resources to good effect	✓	
High level teaching skills across a range of abilities and ages	✓	
Clear strategic thinker and ability to solve problems	✓	
Ability to formulate and implement policy change	✓	
Ability to initiate and sustain multi-agency cooperation	✓	
Ability to forge links with parents, the local community, LAs, Ofsted and other schools in the area	✓	
Excellent communication skills including written, oral and listening	✓	
Competent in the use and management of ICT	✓	

Flexible	✓	
Decisive	✓	
Resilient under pressure	✓	
Set high expectations for students and staff	✓	
Commitment to continuous improvement	✓	
Keen interest in meeting the education and care needs of children and young people with complex difficulties	✓	
Sensitivity and understanding of the needs of children and their families	✓	
A positive and energetic approach to work	✓	
Commitment to working with other agencies to support students and their progress	✓	
Commitment to the protection and safeguarding of children.	✓	
A determination to fulfil each child's potential	✓	
A commitment to the development of all staff	✓	
A commitment to ensure equality of opportunity	✓	