

Executive Headteacher Southover Partnership: Person Specification

		Essential/ Desirable	Application Form	Interview	Task/ presentation
Qualifications	Appropriate degree qualification	E	✓		
	NPQH or further professional qualification	D	✓		
	QTS or equivalent	D	✓		
	Diploma or other Post Graduate Qualification in SEN or equivalent	D	✓		
Skills, knowledge and experience	Proven leadership and management experience and expertise at senior management level in an educational setting for a substantial period of time, or across a variety of special school settings	E	✓	✓	✓
	Ability to challenge, influence and motivate others to attain high standards with evidence of impact	E	✓	✓	✓
	Experience of planning for and leading whole service improvement with evidence of impact	E	✓	✓	✓
	Record of successfully implementing initiatives to raise standards	E	✓	✓	✓
	Effective interpersonal, communication and presentation skills, both written and oral, including IT skills	E	✓	✓	✓
	Ability to manage time well and work under pressure to meet deadlines	E	✓	✓	✓
	Ability to prioritise, delegate and share leadership and to accept support from others	E	✓	✓	

	including colleagues and Trustees				
	Experience of working in partnership with colleagues from other agencies to improve outcomes for pupils	E	✓	✓	
	Successful experience of creating and maintaining effective partnerships with parents, carers and the community	E	✓	✓	
	Understanding of and strong commitment to safeguarding, child protection, inclusion and equality for all	E	✓	✓	
	Experience of successful fundraising & marketing	D	✓	✓	
	In depth understanding of Ofsted and the Independent School Standards (ISS) and how to meet the standards	D	✓	✓	
Teaching and learning	Ability to model excellence in teaching and the ability to lead, manage and motivate others to raise standards	E	✓	✓	✓
	Understanding of the principles of effective teaching and learning and the ability to both promote and apply a culture of learning	E	✓	✓	✓
	Successful experience of monitoring, evaluating and pursuing excellence in teaching and learning and holding staff to account	E	✓	✓	
	Ability to create and maintain an environment which promotes positive behaviour, active learning, independence, preparation for adulthood, equality for all, social inclusion, and that celebrates success	E	✓	✓	
	Understanding of the role and impact of relevant assessment of pupils' learning	E	✓	✓	
	A proven track record in achieving the highest	E	✓	✓	

	standards of attainment and robust monitoring of progress for all groups of pupils				
	A secure understanding of the SEND Code of Practice and application of this in the special school setting	E	✓	✓	
	Experience in leading curriculum development to ensure the curriculum meets the needs of all pupils and prepares them for the next stage in their life	E	✓	✓	
Systems and processes	Ability to work in partnership with local authorities	E	✓	✓	
	Ability to use relevant systems to collect and analyse data on pupil progress and performance to raise standards	E	✓	✓	
	Ability to demonstrate strategic financial planning to manage all available resources, ensuring best value	E	✓	✓	
	Ability to imagine and share a powerful strategic vision for the direction of the Southover Partnership	E	✓	✓	✓
The self-improving service	A commitment to developing the Southover Partnership's vision within the overall ethos and values of the Trustees	E	✓	✓	
	Evidence of leading and managing quality assured professional development activities that has led to effective change management	E	✓	✓	
	Understanding the strategic role of the Trustee Board and ability to work effectively with Trustees and a commitment to achieving 'outstanding' by OFSTED in this section	E	✓	✓	

Further Requirements			
Application forms fully completed	E		
Address the criteria in the person specification through letter of application	E		
No unexplained gaps in employment/training	E		
Requirements from Confidential References			
Confirmation of professional and personal knowledge and abilities	E		
Positive recommendation from current employer (if employed)	E		