

Head of School Southover Partnership: Person Specification

| | | Essential/ Desirable | Application Form | Interview | Task/ presentation |
|---|--|-------------------------|---------------------|-----------|-----------------------|
| Qualifications | Appropriate degree qualification | E | ✓ | | |
| | 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 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 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 including colleagues, the Executive Headteacher and Trustees | E | ✓ | ✓ | |
| | Experience of working in partnership with colleagues from other agencies to improve outcomes for pupils | E | ✓ | ✓ | |

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| | 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 | ✓ | ✓ | |
| | 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 standards of attainment and robust monitoring of progress for all groups of pupils | E | ✓ | ✓ | |
| | A secure understanding of the SEND Code of Practice and application of this in the special school setting | E | ✓ | ✓ | |
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| | 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 | ✓ | ✓ | |
| 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 | ✓ | ✓ | |
| 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 | | | |