

FOREST BRIDGE SCHOOL

Person Specification – Headteacher

Qualifications

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS) or recognised equivalent	√	
NPQH (or equivalent) or willingness to achieve		√
Specialist qualification in Autism/SEND		√
Safeguarding/DSL training (or willingness to obtain)	√	

Experience

Experience	Essential	Desirable
Substantial leadership experience in SEND/autism provision	√	
Senior leadership experience with whole-school responsibility	√	
Experience leading multi-disciplinary teams (education and therapies)	√	
Experience of Applied Behaviour Analysis (ABA) provision or leadership		√
Proven track record of school improvement and raising outcomes	√	

Experience working with governors and within governance structures	√	
Experience of strategic workforce planning and staff development	√	
Experience of financial planning and resource management	√	
Experience of partnership working (parents, LA, professionals)	√	
Experience of growth, change management or system leadership		√

Knowledge

Knowledge	Essential	Desirable
Deep understanding of effective teaching, learning and curriculum for autistic pupils	√	
Strong knowledge of safeguarding, SEND and statutory frameworks	√	
Understanding of multi-disciplinary practice	√	
Understanding of Applied Behaviour Analysis (ABA)		√
Understanding of governance, accountability and MAT structures	√	

Knowledge of data,
assessment and evaluation
for improvement

√

Skills and Competencies

Skills and Competencies

Essential

Desirable

Values-driven leadership
and decision making

√

Strategic thinking and
ability to deliver sustained
improvement

√

Ability to lead, inspire and
develop high-performing
teams

√

Strong communication and
stakeholder engagement
skills

√

Ability to work
collaboratively with CEO,
People Strategy and
Governors

√

Ability to manage
complexity and competing
priorities

√

Analytical thinking and
evidence-informed decision
making

√

Other Requirements

Other Requirements

Essential

Desirable

Commitment to
safeguarding and
promoting welfare

√

Commitment to equality,
inclusion and respect for
individuality

√

Commitment to ongoing
professional development

√

Fully embraces the Forest
Bridge School vision of
combining ABA, evidence-
based therapy and effective
personalised curricula

√

Enhanced DBS clearance

√