

## PERSON SPECIFICATION: Head of School

### Qualifications

- QTS
- A relevant leadership or management qualification (e.g., NPQH) or commitment to obtain one within a reasonable time.
- Degree-level qualification (or equivalent)
- Evidence of continued professional development

### Experience

- Experience in a leadership role within a school or educational setting, preferably within special educational needs (SEN) or alternative provision
- Proven track record of success in school improvement, with the ability to demonstrate tangible outcomes in raising achievement and standards
- Experience in managing a multi-disciplinary team and fostering a collaborative working environment
- Experience of working with students who have Social, Emotional, and Mental Health difficulties, Autism Spectrum Condition, and/or other complex needs
- Experience of strategic planning and the implementation of whole-school policies and initiatives
- Experience in managing budgets and resources efficiently
- Experience of developing partnerships with parents, carers, and external agencies

### Knowledge

- Thorough understanding of the national curriculum and its application in a SEND or specialist provision setting
- Up-to-date knowledge of relevant legislation, policies, and guidelines related to schools, special educational needs and disabilities, safeguarding, and child protection
- Strong understanding of educational data and how to use it to drive school improvement
- Knowledge of best practices in curriculum design, teaching, learning, and assessment

### Skills

- Strong leadership and management skills, with the ability to inspire and motivate staff and students
- Excellent communication skills, with the ability to build strong relationships with students, parents, staff, trustees, and external partners
- Strong problem-solving abilities and the capacity to make effective decisions under pressure
- Ability to work strategically, planning and implementing long-term improvements while managing day-to-day operational requirements
- Ability to use data effectively to monitor progress and implement strategies for continuous improvement
- High level of organisational and time management skills, with the ability to prioritise and manage multiple tasks
- Strong IT skills and the ability to use technology to enhance teaching and learning and school improvement

### **Personal Attributes**

- A passionate commitment to the educational and personal development of students with complex needs
- Ability to work under pressure and remain calm in challenging situations
- Resilient, flexible, and adaptable to change
- High levels of integrity and professionalism
- Strong sense of initiative, with the ability to work autonomously and as part of a team
- Excellent interpersonal skills, with the ability to build effective and trusting relationships with a diverse range of stakeholders
- Committed to maintaining high standards and ensuring the well-being of all students
- Reflective practitioner who regularly evaluates and improves own practice

### **Other Requirements**

- Willingness to undertake further training and development as required
- A commitment to the safeguarding and welfare of children and young people
- The ability to work flexibly and manage conflicting priorities
- Enhanced DBS check required