

# Redwood School

## PERSON SPECIFICATION

### Assistant Headteacher

		Application	Interview	Essential (E) Desireable (D)
<b>1</b>	<b>Qualifications</b>			
1.1	A good honours degree	/		E
1.2	Qualified teacher status	/		E
1.3	Further relevant qualifications for senior leadership	/		D
1.4	Evidence of sustained professional development	/	/	E
<b>2</b>	<b>Experience</b>			
2.1	Consistently good/ outstanding teaching over time with a range of SEND	/	/	E
2.2	Middle or senior leadership in a special school setting with whole school responsibilities	/	/	D
2.3	Experience of leading a whole school initiative	/	/	E
2.4	Experience of leading a significant school initiative with a measurable and sustained impact	/	/	D
<b>3</b>	<b>Qualities and Knowledge</b>			
3.1	A whole-hearted and well-informed commitment to SEND	/	/	E
3.2	A clear vision for education which is child centred and with a clear moral purpose	/	/	E
3.3	A positive and energetic approach to work even in pressured and challenging situations	/	/	E

3.4	The ability to form positive relationships with students, staff, parents/ carers and the wider school community	/	/	E
3.5	The ability to maintain a high profile and be able to model the highest professional standards at all times	/	/	E
3.6	Evidence of having monitored, evaluated and improved teaching and learning	/	/	E
3.7	A thorough understanding of the current educational landscape, national policy and safeguarding processes	/	/	E
3.8	The ability to communicate effectively both orally and in the written form	/	/	E
<b>4</b>	<b>Developing Children and Staff</b>			
4.1	A rigorous knowledge of SEND and how to improve outcomes for different cohorts of students	/	/	E
4.2	Experience of effective staff management	/	/	E
4.3	Evidence of conducting effective performance management and addressing underperformance	/	/	D
4.4	The ability to create an ethos in which staff feel supported, valued and motivated to develop their own skills and knowledge	/	/	E
4.5	Evidence of ensuring that staff have the necessary skills and knowledge to promote equality, respect diversity and challenge stereotypes	/	/	E
<b>5</b>	<b>Systems and Processes</b>			
5.1	Knowledge of how to maintain and enhance a calm, safe and well-ordered environment for all school users	/	/	E
5.2	Knowledge of SEND assessment and how it can make a positive impact on student progress	/	/	E
5.3	Evidence of using rigorous, fair and transparent systems for managing performance	/	/	E

5.4	Experience of monitoring and distributing resources to successfully meet strategic objectives	/	/	E
5.5	Understand how to develop distributed leadership to encourage wider responsibility and school improvement	/	/	D
<b>6</b>	<b>The Self-Improving School System</b>			
6.1	A commitment to partnership work and collaboration, with experience of working successfully with external agencies to improve outcomes and opportunities	/	/	E
6.2	Experience of working collaboratively with other schools	/	/	D
6.3	The ability to engage in partnership with families to enhance well-being, achievement and personal development	/	/	E
<b>7</b>	<b>Safeguarding</b>			
7.1	Knowledge, understanding, experience and a commitment to child protection and safeguarding	/	/	E
7.2	Ability to form and maintain appropriate relationships with students and their families	/	/	E
7.3	Willingness to undertake an enhanced Disclosure and Barring Service check	/	/	E
7.4	Fully supportive references	/	/	E