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| **Person Specification****Assistant Headteacher** **Full Time & Permanent** |
| **QUALIFICATIONS / EXPERIENCE*** Qualified Teacher status with degree qualification (DFE Number required).
* Evidence of successful continuous professional development. (Higher qualifications are desirable)
* Significant recent experience of working with pupils with Learning Difficulties and Disabilities (SEND) in a special setting or a mainstream setting which provides for pupils with a range of SEND and complex needs.
* Experience of leading whole school initiatives with evidence of how you have impacted upon the young people in your care.
* Excellent team-building skills and be able to give specific examples of how you have achieved this and how you have disseminated your practice to the staff you line manage.
* A successful current middle or senior leader.
* To have a thorough knowledge and understanding of safeguarding policies and procedures in an education setting.

**PROFESSIONAL KNOWLEDGE AND SKILLS*** Current educational issues and developments including national policies, priorities, legislation and specialist schools.
* To have an understanding of the ‘Preparing for Adulthood’ national agenda.
* To be a quick thinker who can approach challenges in an analytical way and be able to motivate a team to provide solutions.
* The links between a robust Performance Management system, school self-evaluation and school improvement planning.
* To have a high level of initiative and seek to improve all aspects of our work particularly in the area of whole school progress tracking.
* The skill to build on the strength and expertise of individual staff and be able to motivate, lead and empower others, showing evidence of this in your present post.
* To have the knowledge and understanding of SEND policies and legislation around EHCP’s.
* To have effective interpersonal skills in managing a staff team and to be able to lead others to ensure effective distributive leadership.
* To understand the role of continual self-evaluation in ensuring that provision is the best it possibly can be and be able to effectively carry this out in your department.
* To have excellent written ability to write and present complex reports to inform and promote the school to a range of audiences.
* Understanding of Personal and Social Development for students with SEND
* Ability to lead others on Assessment and Data
* Thorough understanding of Cultural Capital and the impact on students with SEND

**PERSONAL QUALITIES*** To be able to work under pressure and to meet tight deadlines and to lead others to do the same.
* To be able to present to a large audience and share your ideas in order to develop a shared vision or goal.
* To have integrity, passion, energy, presence, resilience and patience
* To be able to work flexibly on some occasions where the need arises.
* Ability to work closely with the senior leadership team on shared projects.
* Be able to commit to the wider life of the school and set an example to other staff.
 | **ASSESSED BY** Application Form / InterviewInterview / Presentation Interview  |