



PERSON SPECIFICATION HEADTEACHER

Area of Assessment	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Undergraduate degree DfE Qualified Teacher Status 	<ul style="list-style-type: none"> Additional SEN qualification Higher degree NPQH qualification
Experience	<ul style="list-style-type: none"> Relevant and substantial experience in a senior leadership role. Previous involvement in school improvement planning and monitoring cycle. Knowledge of budget planning and management. Experience of leading whole school curriculum development. Evidence of working with the statutory framework for education, the SEN Code of Practice safeguarding, health and safety and related statutory regulations and other current legislation. 	<ul style="list-style-type: none"> Experience of & commitment to inclusion. Experience of the potential use & impact of new technologies. Leadership experience within a special school. Experience of developing the independent life skills for young people with special needs.
Professional knowledge, skills and abilities	<ul style="list-style-type: none"> Knowledge and understanding of what constitutes high quality educational provision for students who have learning difficulties and complex needs including Autism Spectrum Disorder. The ability and presence to communicate effectively in a range of situations. Knowledge and confidence with good practice, innovations and strategies with regard to students who have complex needs/ASD. A thorough understanding of current educational issues. The ability to manage change effectively and efficiently. Ability to articulate the vision, mission and values that make The St. Christopher School unique, and ensure that these are implemented consistently by all to ensure the highest level of pupil achievement. 	<ul style="list-style-type: none"> A thorough understanding of broader educational issues in the SEN context in Southend. The experience of working effectively in partnerships across a MAT and/or with other schools. An understanding of how to use data effectively to track and monitor progress and show impact of actions.

	<ul style="list-style-type: none"> • The ability to make sound decisions and identify and solve problems based on thorough analysis and judgement. • The ability to work well under pressure and maintain high levels of organisational skills. • The ability to inspire the trust, confidence and respect of students, staff and the wider community. • The ability to delegate, plan and manage time effectively and efficiently. • The ability to work effectively in partnerships across the MAT and in other schools. • Evidence of recent continuing professional development relating to school leadership, SEN and curriculum development. • Ability to identify own learning needs and to support others in identifying their learning needs. 	
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