



HEAD OF SCHOOL - Person Specification

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS)	X	
Degree in Education or relevant field	X	
Leadership and management qualifications e.g., National Professional Qualification for Headship (NPQH)	X	
Further professional qualifications in Special Educational Needs and Disabilities (SEND) or related field		X
Professional Development	Essential	Desirable
Proven track record of continuous professional development, including leadership training	X	
Recent appropriate In-Service Training (relevant and significant to the post)	X	
Experience in delivering professional development for Teachers and Teaching Assistants		X
Training in financial management techniques to effectively achieve strategic priorities		X
Experience	Essential	Desirable
Recent substantial and successful senior leadership experience in a special or inclusive educational setting	X	
Experience of working with children and young people with a range of Special Educational Needs and Disabilities	X	
Successful experience in leading and managing teams to improve outcomes for pupils with SEND	X	
Experience in creating a positive and inclusive learning environment tailored to diverse needs	X	
Proven track record of improving educational outcomes for pupils with complex needs	X	
Proven ability to work collaboratively with families, external agencies, and other stakeholders	X	
Experience of working in partnership with Governors, Trustees, or a Board of Directors in a leadership role	X	

Experience of strategic planning for school improvement, with a commitment to review, monitor and develop initiatives	X	
Experience in delivering specialist interventions or overseeing therapeutic provisions		X
Experience in developing and implementing Individual Education Plans		X
Experience and appreciation of the needs of children and young people from 2-19 years		X
Skills and Knowledge	Essential	Desirable
Evidence of developing and implementing effective school improvement strategies	X	
Strong understanding of the needs and challenges of pupils with complex medical needs and physical disabilities	X	
Competent in using technology to enhance learning and administration	X	
Experience and knowledge of multi-agency working to support children and young people with complex needs	X	
Comprehensive knowledge of SEND legislation, including the SEND Code of Practice and safeguarding requirements	X	
Strong leadership skills, with the ability to inspire and motivate staff, pupils, and the school community	X	
Ability to analyse data to monitor and improve pupil progress and outcomes	X	
Strategic thinking skills to drive the school's vision and ensure continuous improvement	X	
Understanding of emerging educational technologies and their application in the field of SEND		X
Understanding of working as part of a Multi Academy Trust		X
Personal Qualities	Essential	Desirable
Excellent communication and interpersonal skills to effectively engage with the Governing Body and a wide range of stakeholders	X	
Empathetic and compassionate with a commitment to promoting equality, diversity, and inclusion	X	
Passionate for every child and young person regardless of need to empower them to achieve their full potential	X	
Resilient with the ability to sensitively manage challenges and maintain a positive outlook	X	
Self-motivated, highly organised, adaptable and able to prioritise competing demands effectively	X	
Creative and imaginative with an innovative approach to problem-solving	X	

Committed to own continuous professional development and that of all staff	X	
Committed to the development of the ethos of our school and the wider Trust	X	
Strong network within the Special Education community		X
Active participation in professional organisations and forums		X
Values and Vision	Essential	Desirable
A child-centred approach, with a commitment to safeguarding and promoting the welfare of pupils	X	
Fully committed to close home-school partnership	X	
Strong sense of integrity and fairness	X	
Alignment with the school's values, mission, and commitment to high-quality education for pupils with SEND	X	
Visionary leadership with the ability to adapt to the evolving needs of the school community	X	

Please note: Essential and Desirable factors are not in any form of priority