



Person Specification		
Post Title – Headteacher of Thriftwood Academy		
<p>This Person Specification should be read in conjunction with: The Job Description for this role The National Standards of Excellence for Headteachers (2015) The Personal and Professional Code of Conduct within The Teachers Standards (2011)</p>		<p>Method of recruitment and appointment</p> <p>1 = Application Form 2 = Interview/Assessment 3 = Reference</p>
<p>This Person Specification can be used to: Support the recruitment and appointment of the Headteacher Inform the appraisal of the Headteacher Shape the Headteacher’s own professional development Inform the training and development of those aspiring to Headship</p>		
Essential	Desirable	How Identified
Qualifications		
Qualified Teacher status	An additional qualification in SEND	1 2 3
Evidence of relevant professional development at senior leadership level	NPQH	
Successfully undertaken the Secretary of State's (NCSL, CWDC or local authority) approved "safer recruitment" training or has a commitment to do so before taking up post/immediately on taking up the post		
Experience		
Recent, successful and sustained impact as a senior leader (Headteacher, Deputy Headteacher, Head of School or similar)		1 3
Successful experience of working in a SEND specific setting or ability to show a clear understanding of the role of special schools in the educational landscape		1 3
To be passionate about education and the development of SEND		1 3
Track record of implementing initiatives		1 2
Experience of collaborative working with vulnerable families and multi-agency teams to support students and their families.		1 2 3
Abilities and Skills		
Have a clear focus on students’ achievement; using a range of assessment tools and evidence to monitor pupil progress and challenge actual or potential under-achievement		1 2 3



Understanding of the role of a headteachers in a multi- academy trust and their role in the wider development of Trust initiatives and strategic development		
Ability to provide effective and inspirational leadership that builds, leads and further develops the academy Senior Management Team and Staff Team		1 2 3
Ability to establish and maintain excellent relationships with parents and carers and other stakeholders		1 2
Ability to maintain and develop the school's high profile in the local and wider community		2
Knowledge and Understanding		
Ensure our students receive a high quality education and a broad, balanced curriculum that leads to the best opportunities to live a successful life after education		1 2
Knowledge and understanding of students with moderate and complex learning difficulties with an ambition which does not put limits on their achievements		1 2
Knowledge to seek and maintain effective multi agency partnerships and collaboration to share and disseminate best practice throughout the whole school and beyond		1 2
Extensive knowledge and understanding of safeguarding procedures		1 2
Understanding of financial planning, budgetary management and principles of best value		1 2
Knowledge of managing and leading a wide range of staff		1 2
Knowledge of professional development of the staff team		1 2
Clear understanding of the role of self-evaluation in the continuous improvement of the academy including the creation and monitoring of the academy Development/Improvement Plan and how it fits with the Trust priorities		1 2
Personal Qualities		
To be recognised as an exemplary person and leader of the highest moral integrity	Dare to be different	1 2 3
Ability to make difficult decisions based on putting the students first		1 2
Ability to manage change and work under pressure		1 2
To be innovative and not afraid to take risks		1 2
Willingness to ask for advice and support where necessary		1 2
Generosity in sharing expertise and collaborating with others – knowing that by working together we learn and develop and become stronger		1 2 3