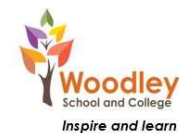


Achievement of criteria - key to identification: A = Application I = Interview E = Exercise R = Reference

<b>Qualifications/Training</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified</b>
Qualified Teacher Status	✓		A
Professional development activities undertaken within last 2 years	✓		A
Advanced qualification in school leadership and/or SEND eg NPQH or higher degree		✓	A
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified</b>
Experience of senior leadership as Deputy Headteacher, Head of School or similar showing positive impact on student outcomes	✓		A/I/R
Successful teaching experience in appropriate SEND contexts	✓		A/I/R
Experience of working with children and young people in meeting their individual needs using innovative approaches to education, health and care plans	✓		A/I/R
Experience of formulating aims, policies and plans (such as school development plan) and of monitoring, evaluating and reviewing the impact of these	✓		A/I/R
Experience of successfully managing the performance of staff ie conducting appraisals	✓		A/I/R
Successful experience of strategic financial and resource management, ensuring efficiency, value for money and supporting the best educational outcomes	✓		A/I/R
Experience of leadership as a headteacher showing positive impact on student performance		✓	A/I/R
Experience of leadership through external evaluation and accreditation eg Ofsted		✓	A/I/R
Management experience of inclusion and SEND provision including autism in a special school environment		✓	A/I/R
<b>Knowledge and Skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified</b>
Excellent oral, interpersonal, organisational, communication and problem-solving skills	✓		A/I/E
In depth knowledge of current and developing priorities in specialist autism education	✓		A/I/E
Knowledge of appropriate curricular and pedagogic strategies to use with young people attaining below expected age related levels	✓		A/I/E
Ability to analyse data and use management software to evaluate and report on school performance	✓		A/I/E

# Woodley School and College Headteacher Person Specification



Ability to successfully lead, motivate and support a range of multi-professional staff	✓		A/I/R
Ability to work under pressure	✓		I
<b>Initiative/Circumstances</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified</b>
Ability to self-motivate	✓		A/I/R
Proven effectiveness in decision-making	✓		A/I/R
Demonstrate a strong commitment to the principles of safeguarding	✓		A/I/R