

FOREST OAK SCHOOL & MERSTONE SCHOOL



Person Specification

| Qualifications and Training | Application Form | Reference | Interview |
|---|------------------|-----------|-----------|
| Qualified Teacher Status | ✓ | | |
| Preferably relevant qualification in special educational needs | ✓ | | |
| Substantial teaching experience in a special school | ✓ | | |
| Recent and relevant involvement in professional development | ✓ | | |
| NPQH or willingness to undertake this qualification | ✓ | | |
| MHFA or willingness to undertake this qualification | ✓ | | ✓ |
| Experience | Application Form | Reference | Interview |
| Substantial experience at a senior level e.g. Headteacher, Head of School or Deputy Headteacher in a special school | ✓ | ✓ | ✓ |
| Proven track record of raising standards and challenging underachievement | ✓ | | ✓ |
| Experience of holding others to account including challenging underperformance | ✓ | | ✓ |
| Knowledge and Skills | Application Form | Reference | Interview |
| A thorough knowledge of safeguarding and safer recruitment procedures | ✓ | ✓ | ✓ |
| Ability to develop and promote a shared vision and the leadership and management skills to ensure its realisation | ✓ | | ✓ |
| Effective leadership skills in Performance Management to enable good outcomes or better and proven track record of holding staff to account | ✓ | | ✓ |
| Understanding and knowledge of budget management to ensure best value | ✓ | | ✓ |
| Ability to lead school self-evaluation and link outcomes to school development priorities | ✓ | | ✓ |
| Full knowledge of different curriculums and assessment procedures | ✓ | | ✓ |
| Creating the Future | Application Form | Reference | Interview |
| Can think strategically and communicate a coherent vision that promotes high standards for all | ✓ | ✓ | ✓ |
| Has the skills to inspire, motivate, compel and expect others to carry the school's vision forward | ✓ | ✓ | ✓ |
| Is able to contribute towards the vision of the schools as a leader and a member of the Governing Body | ✓ | | ✓ |

| Leading, Learning and Teaching | Application Form | Reference | Interview |
|--|-------------------------|------------------|------------------|
| Excellent knowledge and understanding of current educational priorities | ✓ | | ✓ |
| Sound knowledge of different SENDs | ✓ | ✓ | ✓ |
| Ability to demonstrate outstanding practice in the classroom | ✓ | ✓ | ✓ |
| Understands the importance of managing data and analysis of pupil progress | ✓ | ✓ | ✓ |
| Developing Staff and Working with Others | Application Form | Reference | Interview |
| Is a leader and a team player | ✓ | | ✓ |
| Have an in-depth understanding of leading with emotional intelligence | ✓ | | ✓ |
| Commitment to lifelong learning for self and others within the school and community | ✓ | | ✓ |
| Possess a passion to perform the role and the persistence in achieving goals | ✓ | | ✓ |
| Adaptable and flexible, adjusting to multiple demands | ✓ | ✓ | ✓ |
| Well-developed interpersonal and communication skills | | ✓ | |
| Experience of working with a wide range of services and partners providing support to children and young people with special educational needs | ✓ | ✓ | ✓ |
| Strong people management skills with evidence of impact | ✓ | ✓ | ✓ |
| Have an in-depth understanding of leading with emotional intelligence | ✓ | | ✓ |
| Have a good sense of humour | | | ✓ |
| Be passionate, calm and driven | | | ✓ |
| Have excellent interpersonal skills and proven ability to communicate effectively with stakeholders | ✓ | | ✓ |