



### Person Specification: Head Teacher

	Criteria
<b>Attainment and Experience</b>	Qualified Teacher Status
	Recent, relevant professional development at senior leadership level
	Evidence of recent relevant professional development and training, including in safeguarding and financial management
	Substantial experience in a SEND environment
	Proven record of successful leadership at a senior level in special education
<b>Shaping the Future</b>	Experience of planning, implementing and evaluating a School Improvement Plan
	Able to develop and communicate a clear vision so that others are inspired to embrace it
	Knowledge and understanding of learners with a wide range of complex educational needs
	Clear understanding of the role of self-evaluation in the continuous improvement of the school
	Knowledge and understanding of local and national trends and requirements in special education
<b>Leading Teaching and Learning</b>	Proven record of innovative curriculum design that reflects the needs of the learners
	Experience of using a range of tools and evidence, including learner performance data, to support, monitor, evaluate and raise standards in all aspects of provision, including teaching and learning
<b>Developing Self and Working with Others</b>	Experience of collaborative working with vulnerable families and multi-agency teams to support learners and their families' social, emotional, mental health and medical needs.
	Experience of working successfully with governors, parents, Local Authority and other partners
	Able to provide effective and inspirational leadership that imparts confidence and motivates staff, parents and learners
	Demonstrate excellent interpersonal skills, both written and oral, and be able to communicate effectively with all stakeholders
	Able to work as part of a team and to delegate effectively.
<b>Managing the Organisation</b>	Experience of managing change
	Experience of managing and leading a wide range of staff
	Able to prioritise and organise the demands of being a Head Teacher
	Willingness to ask for advice and support where necessary
	Ability to make difficult decisions based on putting the learners first

<b>Securing Accountability</b>	Experience of financial planning, budgetary management and principles of best value.
	Experience of being the Designated Lead for Safeguarding or the Deputy Designated Lead for Safeguarding
	Experience of the Ofsted process in a leadership and management role.
	Knowledge and understanding of legal issues, including equal opportunities, race relations, disability, human rights and employment legislation.
<b>Strengthening Community</b>	Successful experience of working with a diverse community.

### **Safeguarding Children: Safer Recruitment and Selection**

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with children with complex needs including behaviours that challenge

Old Park School is committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. An enhanced Child and Adult DBS will be required for this position within school. It is a criminal offence to apply for and undertake a position for which you are barred from doing so and any such instance will be reported to the police and the Disclosure and Barring Service.