

Mountjoy School

PERSON SPECIFICATION FOR APPOINTMENT OF HEAD TEACHER

Requirements	Essential	Desirable
Qualifications	• Qualified teacher status • Evidence of recent professional development • SEND qualification or significant SEND experience	• Further professional qualifications (NPQH certificate) • Trained in Safer Recruitment
Knowledge and Experience	• Headship or significant leadership experience of working with SEND • Experience in leading staff in a positive approach to challenges which demonstrates creativity and imagination, and which are strategic and solution focused • Knowledge of current legislation and developments in education • Understanding of the SEN Code of Practice • Experience of developing effective partnerships with multi-agency partners and the wider community	• Experience of teaching pupils with SEND • Experience of leading Continuous Professional Development • Experience of working in at least 2 schools • Experience of working with governing body, school council and local community
Skills	• Determination to overcome all barriers to inclusive inclusion of all • Commitment to enhance the moral, social and cultural development of pupils through the life of the school	• Evidence of working collaboratively to develop strategic vision

Qualities	• Demonstrate optimistic personal behaviours and attitudes to build positive relationships • Consistent and fair approach to staff pupils/carers, staff, parents and the wider community. • Strength and resilience to manage conflict	
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Requirements	Essential	Desirable
Leadership and Management	• Proven ability to lead school improvement and further raise standards • Ability to think strategically and to plan and develop a shared vision with staff and governors Commitment to developing staff in the necessary skills and knowledge to promote equality, respect diversity and challenge stereotypes to promote the rights of children • Willingness to be visible in the school to pupils, staff and other stakeholders • Commitment to provide and encourage professional development and secure effective succession planning strategies • Demonstrate excellent oral and written communication skills • Ensure that children are kept safe and that staff understand and follow child protection procedures.	• Ability to use IT as a management tool (e.g. for data analysis) • Knowledge of legal requirements relating to schools • Experience of sound financial controls and budget management, working with tight budgetary constraints
Securing outcomes	• Ability to undertake school self-evaluation and use the outcomes to celebrate and improve children's achievement • Ability to communicate a clear account of the school's performance	• Manage all aspects of the school's resources to achieve the school's aims and objectives as in the SIP

Curriculum	• Commitment to take forward an exciting, innovative, creative curriculum to develop enthusiastic and engaged learners • Knowledge and understanding of effective inclusion strategies	• Experience of developing and leading an innovative curriculum
Relationships and Community	• Ability to proactively promote relationships between the school and parents and carers, and other agencies, and schools, to involve them in the children's learning in order to enhance children's enjoyment, well-being, achievement and personal development • Ability to proactively share and promote the school's ethos and reputation throughout the community to share and promote the school's ethos and reputation throughout the community	• Knowledge of Rights Respecting Schools