



## **The Orchard School**

### **Headteacher - Person specification**

#### **Qualifications**

- Qualified Teacher Status
- Evidence of further professional development in preparation for educational leadership

#### **Experience**

- Evidence of successful substantial senior leadership at headship or deputy headship level in school, service or senior officer level in local authority
- Evidence of successfully managing significant change within an organisation in a constructive and sensitive manner
- Evidence of current accreditation in a BILD recognised physical intervention programme (please state which)
- Evidence of successfully operating within an accountability framework for the quality of provision and improved outcomes to governors/management committee, OFSTED, or the local authority
- Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement
- Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups
- Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children
- Evidence of successfully developing and maintaining a fair and open workplace culture, and an ability to manage conflict positively
- Evidence of successful management of staff performance including supervision, target setting and capability and or conduct management procedures
- Evidence of successful collaborative working and the development of partnerships in order to develop with key stakeholders e.g. Health providers, Headteachers, LA Officers, and voluntary sector
- Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of barriers to their learning

#### **Skills and abilities**

- Ability to inspire others to be innovative and take calculated risks to improve practice
- Ability to manage and monitor budgets and deploy human resources and delegate tasks

- Ability to develop leadership capacity and skills within teams and individuals
- Ability to work under pressure, determine priorities and meet deadlines
- Ability to travel in a timely and efficient manner to meet the needs of the post
- Ability to communicate and convey information for differing purposes, using a variety of media to ensure audience understanding

### **Knowledge**

- A sound knowledge and understanding of the legislation and guidance to which the school must have regard
- A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and young people with special educational needs