



Requirements of the Post – Person Specification

School: Laleham Gap

Salary: £80,671 – £91,187

Personal Qualities

The Appointing Panel will seek to appoint someone who:

- Places the needs of children at the heart of all decision making.
- Places teamwork at the centre of their philosophy of leadership.
- Has a proven record as an outstanding leader.
- Has a positive, forward thinking outlook.
- Has the ability to lead a team.
- Is able to delegate effectively and to monitor allocated tasks to meet milestones
- Is well organised and focused.
- Is flexible and approachable.
- Is resilient under pressure, and able to meet competing and urgent demands.
- Is able to deal sensitively with people, resolve conflict and deal with challenging situations.
- Has the skill and willingness to adapt quickly and to change tactics when necessary, and effectively communicate milestones to teams.
- Has a desire to succeed and is able to support others to succeed.
- Will successfully foster a culture in which staff, pupils and parents feel confident that they can raise issues/ concerns relating to the welfare or safety of children.
- Is personally, practically and professionally, committed to equality and social inclusion.
- Has welcomed the opportunity to work in expanded partnerships to improve academic and social outcomes for all children across a wider geographical area.
- Excellent Interpersonal and communication skills with the ability to develop strong relationships with all key stakeholders.

Knowledge and Skills

The successful candidate will:

- Understand and recognise the characteristics of an effective and efficient school.
- Have a clear understanding of the processes of safeguarding, safer recruitment and safeguarding procedures and of their significance in a special school setting.
- Set and achieve appropriate and challenging targets for the school in its drive to be outstanding in everything it does
- Demonstrate an outward-looking approach and the ability to develop effective relationships with fellow professionals and colleagues

- Demonstrate the ability to think analytically and set clear expectations based on empirical evidence to inform decision making
- Be fully conversant with recent developments in special education and will be aware of the impact and implications of recent legislation.
- Effect and manage change in a school and evaluate its impact.
- Be keenly aware of strategies to raise pupil achievement and a holistic student experience
- Demonstrate a proven understanding of 'the self-improving school'
- Critically and logically analyse and interpret data including efficacious management of school budgets and funding
- Be able to collaborate and work closely with governors, parents and representatives from a wide range of professional agencies.
- Demonstrate a practical understanding of effective teaching and learning strategies.
- Have a clear and concise knowledge of relevant legislation.
- Have an in-depth understanding of the current Ofsted requirements and the current framework for the inspection of schools.

Qualifications, Training and Experience:

The post requires that the successful candidate has:

- Significant experience as a Senior Manager (Headteacher or experienced Deputy) in a broadly similar type of school
- Proven track record of success as an outstanding practitioner together with a thorough knowledge of practice in special and mainstream schools.
- Taught in a range of schools and is able to draw from a depth and range of experience to achieve excellence
- Qualified Teacher Status.
- Recent, relevant personal and professional development in current educational practice, including leadership and management.
- A clear and demonstrable commitment to safeguarding and promoting the welfare of children.
- Experience of leading, motivating and encouraging staff to improve the quality of education provided and standards achieved.
- Experience in working with children with a wide range of special educational needs.
- Developed the necessary managerial, financial and administrative skills to enable them to assume a strategic role in the financial management of the school.
- Experience and knowledge of managing behavior, particularly through positive reinforcement strategies.
- Knowledge and understanding of the role of the Governing Body and first-hand experience of working with school Governors.

- Experience in the leadership and implementation of a School Improvement Plan or Action Plan which is ambitious, has measureable impact and clear milestones to meet.
- Led and managed a system of Performance Management, which encourages reflective practice, challenges poor or mediocre performance, champions continuous professional development and reinforces clear accountability