



## Person Specification Head of School – infants/inclusion

	Essential	Desirable
<b>Qualifications and Professional Development</b>	<p>Qualified Teacher Status</p> <p>Evidence of Continuing Professional Development relating to school leadership/inclusion</p>	NPQH, SENDCo qualification or further professional qualification
<b>Experience</b>	<p>Successful leadership experience to at least Deputy/Assistant Head level</p> <p>Successful teaching experience within the EYFS and Primary age range</p> <p>Experience with a range of inclusion issues</p>	<p>Leading Practitioner status / SLE / LLE</p> <p>Experience as a SENDCo or Inclusion lead.</p>
<b>Strategic Leadership</b>	<p>Ability to provide clear educational vision and direction</p> <p>Ability to inspire and motivate all stakeholders</p> <p>Evidence of developing effective strategies for school improvement</p> <p>High level of involvement with school improvement planning</p> <p>High level involvement in monitoring and evaluation procedures leading to clear impact</p> <p>Ability to work in partnership with senior leaders and governors</p> <p>Ability to set challenging targets for children and staff</p> <p>Ability to analyse and use pupil data on attainment and progress to raise standards</p> <p>Knowledge of the 2019 Ofsted Framework</p> <p>Understand the principles of effective teaching and learning</p>	<p>Strategic Leadership experience across EYFS, KS1 and KS2</p> <p>Evidence of improving standards for disadvantaged groups.</p>
<b>Leading Teaching and Learning</b>	<p>Successful experience of monitoring, evaluating and improving the quality of teaching and learning</p> <p>Understanding the role and impact of inclusion within a mainstream school</p>	Experience of writing successful applications for EHCPs



	<p>Secure knowledge of statutory requirements relating to curriculum and assessment</p> <p>Experience of leading curriculum innovation</p> <p>Successful experience of developing effective learning behaviours</p> <p>Experience of writing IHCPs, Additional Needs Plans, Behaviour Risk Assessments.</p>	
<b>Leading and Managing Staff</b>	<p>Ability to lead, manage and motivate across the school community</p> <p>Ability to establish positive working relationships</p> <p>Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams</p> <p>Successful experience of identifying the need for, and leading, in-service training</p> <p>Significant experience of taking a lead role in performance management of staff including leading lesson observations</p> <p>Experience of dealing with staff when performance gives cause for concern</p>	Experience of working with governors
<b>Managing Resources</b>	<p>Successful experience of managing budgets</p> <p>Ability to manage, monitor and review available resources, ensuring value for money</p>	<p>Budgetary management at whole school level</p> <p>Experience of recruiting and deploying staff</p>
<b>Personal Skills and Qualities</b>	<p>Strong commitment to raising standards</p> <p>High expectations of self and others</p> <p>Ability to establish and maintain positive relationships, including with parents</p> <p>Ability to remain positive and enthusiastic, including when under pressure</p> <p>Good communication skills</p> <p>Empathy with children</p> <p>Commitment to the distinctive ethos of the school.</p>	Effective computing skills for both teaching and management

