# Person specification- Assistant Headteacher

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| criteria | qualities – essential | quAlities - desirable |
| **Qualifications  and training** | * QTS | * NPQML * NPQSL   Advanced Study in SEND |
| **Experience** | * Successful leadership and management experience * Successful teaching experience in SEND * Involvement in school self-evaluation and improvement planning * Line management experience * Experience of chairing meetings, coaching colleagues and having difficult/ solution focussed conversations * Contribution to staff development * Multi-professional working focussed on pupil outcomes/ safeguarding | * Contribution to senior management/ leadership team * DSL |
| **Skills and knowledge** | * Knowledge of teaching and learning in a special school/ or those with complex needs in a mainstream inclusive setting * Up to date knowledge of curriculum assessment, target setting and reporting and how this applies in special schools * Effective communication and interpersonal skills * Ability to communicate a vision and inspire others * Ability to build effective working relationships with staff, families and other stakeholders | * Effective whole school leadership for areas of improvement |
| **Personal qualities** | * Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equality * Personal drive, resilience, self-awareness and reflection * The ability to work effectively with other senior colleagues to drive school improvement * Work with integrity building high levels of trust, facilitating challenging and purposeful conversations * Flexibility in approach to meet the changing needs of the school with a high level of commitment to own CPD |  |