# 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
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| **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
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| **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
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