

Kilgarth School Headteacher

PERSON SPECIFICATION

Source key: A – Application Form / I – Interview / R - References

Qualifications and Continuing Professional Development	Essential or Desirable	Evidence Source
Recognised degree	Essential	A
Qualified Teacher Status	Essential	A
Experience in at least two schools	Essential	A
A recent and appropriate track record of professional development relating to school leadership and management with at least 3 years' experience as Deputy Headteacher	Essential	A
Experience of undertaking the role of Acting Headteacher	Desirable	A
NPQH	Desirable	A
Has successfully undertaken Designated Safeguarding Lead training	Essential	A
Has successfully undertaken safer recruitment training	Desirable	A
Has successfully undertaken managing allegations training	Desirable	A

Experience and Knowledge of Teaching	Essential or Desirable	Evidence Source
Recent successful leadership as Deputy Headteacher or Acting Headteacher in a secondary SEMH setting	Essential	A, I, R
Evidence of successful teaching of pupils in the secondary phase in both mainstream and an SEMH setting	Essential	A, I,
Successful experience of teaching and leading in one or more settings i.e. mainstream and SEMH	Essential	A, I,
Proven track record of guiding, coaching, mentoring or training individuals or teams	Essential	A, I, R
Recent and successful curriculum leadership and development to improve outcomes for young people	Essential	A, I, R
An excellent knowledge of the relevant legislation and guidance regarding, safeguarding, inclusion, exclusion and children with social, emotional, mental health and medical needs	Essential	A, I, R
Proven track record in raising educational standards for all students in KS3 and KS4 in both a mainstream and an SEMH setting	Essential	A, I, R
Proven experience of implementing effective school self-evaluation and school improvement	Essential	A, I, R

Proven track record of developing teaching and learning in both a mainstream and SEMH special school setting	Essential	A, I,
A commitment to staff development and effective continuous professional development for all	Essential	A, I, R
Experience of providing professional challenge and support to others through the appraisal / performance management process	Essential	A, I, R
Proven track record of effective budget management and financial planning in relation to school improvement and pupil achievement	Desirable	A, I, R
Displays commitment to the protection and safeguarding of children and young people and working with other professionals / agencies	Essential	A, I, R

Knowledge and Skills and Understanding	Essential or Desirable	Evidence Source
Is able to demonstrate a good awareness of current national educational policy and strategy	Essential	A, I, R
Ability to evaluate the standards of teaching and learning across a school to raise standards to ensure excellent outcomes for pupils, including reducing barriers for vulnerable and disadvantaged pupil groups	Essential	A, I, R
Can effectively use data and assessment to raise standards and improve pupil outcomes at the end of KS4	Essential	A, I, R
Ability to work successfully with the Governing Body and the Local Authority	Essential	A, I, R
Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences at all levels	Essential	A, I, R
Experience of and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities	Essential	A, I, R

Personal Skills and Attributes	Essential or Desirable	Evidence Source
Ability to apply analytical, creative and flexible solutions in response to educational pressures in relation to SEND	Essential	A, I,
Demonstration of a high degree of personal integrity	Essential	A, I, R
Astute with good judgement and is able to make and justify difficult decisions	Essential	A, I, R

Confidential References and Reports	
Positive recommendation from two referees, including current employer in line with safer recruitment practices	Essential