

ABOUT THE ROLE

PERSON SPECIFICATION

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

The appointment panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to

Assessment Methods / Source					
AF	Application Form And Supporting Statements	P	Presentation / Skills Test / Observation	R	References
C	Certificates	I	Interview	D	Disclosure

those identified in the table below.

In your application you should state clearly how you meet the requirements which are being assessed by this method, as the panel will reach a decision on whether to short-list you or not based on the information you provide

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

QUALIFICATIONS

Qualified teacher status.	E	AF/C
Degree	E	AF/C
NPQH qualification or evidence of additional training in preparation for headship.	D	AF/C
Additional qualification and/or training relating to pupils with SEND	E	AF/C

PROFESSIONAL DEVELOPMENT

Evidence of recent and appropriate professional development for the role of headteacher.	E	AF/C/P/I
Evidence of recent leadership and management professional development	E	AF/C/I
Up to date safeguarding training and knowledge of legislation for the protection and safeguarding of children and young people.	E	AF/C/I

SCHOOL LEADERSHIP AND MANAGEMENT KNOWLEDGE AND EXPERIENCE

Successful leadership as a headteacher	D	AF/I
Successful leadership as a deputy headteacher	E	AF/I

Evidence of successfully leading school improvement	E	AF/I
Evidence of the application of strategies to review, evaluate and improve teaching and learning.	E	AF/I
In depth knowledge of SEND code of practice and statutory duties of the school	E	AF/I
Experience of working constructively with parents/carers	E	AF/I/R
Experience of monitoring staff performance	E	AF/I
Experience of effective budget management and financial analysis	D	AF/I/P
Good awareness of current national education policy and strategy.	E	AF/I/P/P
Knowledge of the pedagogy necessary to provide optimum learning arrangements and wider outcomes for learners who have SEND	E	AF/R/P/I
Knowledge of the pedagogy necessary to provide optimum learning arrangements and wider outcomes for pupils with SEND.	E	AF/I
Understands school self-evaluation and its link with school improvement and Ofsted inspection process.	E	AF/R/P/I
Experience of recruitment, development and performance management of staff.	E	AF/R/I
Experience of Local Authority wide collaborative networking involving schools and statutory, voluntary and community services.	E	AF/R
Good judgement; the ability to assess and balance risks and opportunities	E	AF/I
A desire to engage and work collaboratively with parents and carers.	E	AF/I
The ability to plan and prioritise and organise self and others	E	AF/I
A commitment to collaboration with partners and agencies	E	AF/I
A passion for improving the learning outcomes and life chances of vulnerable learners with SEND.	E	AF/I
A demonstration of persuasive skills to influence decision makers in the best interest of vulnerable learners and their parents / carers.	D	AF/I/P
The ability to lead an effective digital strategy to enhance learning, school improvement and communications.	D	AF/I
EXPERIENCE AND KNOWLEDGE OF TEACHING		
In depth knowledge of excellence in teaching practice, including appropriate teaching and learning styles for a special school setting	E	AF/ I/ R
Extensive teaching and management experience of children and young people with SEND	D	AF/ I/ R
Knowledge of the pedagogy necessary to provide optimum learning arrangements and wider outcomes for vulnerable learners and those with SEND .	E	AF/ I/ R
Current knowledge and understanding/ willingness to learn about all 5 Key Stages served by the school	D	AF/ I/ R
The ability to effectively analyse school data and identify appropriate actions which then form part of the school improvement plan.	E	AF/ I/ R
Commitment to ensuring inclusion and addressing diversity positively.	E	AF/ I/ R

A sound understanding of how children and young people with SEND learn, how teachers can best teach and how pupils make holistic progress.	E	AF/ I/ R
An unequivocal commitment to students with SEND, social and emotional health challenges and to a school culture which promotes good mental health and well-being.	E	AF/ I/ R
PROFESSIONAL ATTRIBUTES		
An ability to provide compassionate support to children and young people with SEND, assist them to develop self-regulation and provide guidance on behaving appropriately within clearly established boundaries.	E	AF/I/R
An ability to articulate and communicate a vision which demonstrates high expectations for SEND learners	E	AF/R/P/I
An ability to communicate effectively, both orally and in writing, with a range of audience	E	AF/I/P
To be a leader of learning demonstrating, promoting and encouraging excellent classroom practice.	E	AF/I
A commitment to the professional development for all staff, and self.	E	AF/I
Have a good commitment to sustained attendance at work	E	AF/I
Up to date safeguarding training and knowledge of legislation for the protection and safeguarding of children and young people.	E	AF/C/I
PERSONAL QUALITIES		
The capacity to provide inspirational, enthusiastic and innovative educational leadership	E	I
A caring and considerate attitude towards children, which values each child's potential, recognises each child as an individual and takes into account adverse childhood experiences and their potential impact on behaviour	E	I/P
Flexibility, initiative and drive to maintain a positive attitude in the face of a challenging and demanding job	E	AF/I
The ability to inspire confidence	E	I
Excellent interpersonal skills	E	I/P
The ability to perform effectively under pressure	E	I/P
The ability to think analytically and creatively and demonstrate initiative in solving problems	E	AF/I/P
An awareness of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E	AF/I
SAFEGUARDING		
Commitment to the protection and safeguarding of children and young people with SEND	E	AF/I/P
A clear understanding of, and commitment to promoting and safeguarding the welfare of children, and a Headteacher's responsibilities for safeguarding	E	AF/I/P

Up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people and young adults in Post 16 education	E	AF/I/C
Co-operation with relevant agencies to protect young people	E	AF/I

PROFESSIONAL SKILLS

Each candidate will be expected to demonstrate knowledge and understanding of the National Standards of Excellence for Headteachers 2020 which also form the basis of the Job Description for a Headteacher in a LA school.

Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in Ravenshall School and Post 16 (PfA).

CONFIDENTIAL REFERENCES AND REPORTS

Positive recommendation from all referees, including current employer

APPLICATION FORM AND SUPPORTING STATEMENT

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.

Prepared on: 15/1/2020

KEY DATES AND RELATED INFORMATION

Possition	Headteacher
Post Effective From	1st September 2021
Salary	L27 - L33
Closing Date	Midday Friday 26th February 2021
Interviews	Anticipated to take place week commencing 15th March 2021
School Visits	<p>We welcome applicants to attend a carefully planned tour of the school. These will be held on Wednesday 10th February and Thursday 11th February at 4pm.</p> <p>Virtual tours of the school can be found on our website.</p>

Please contact Mrs Rachel Thackray, School Business Manager on 01924 456811 or by email rachel.thackray@ravenshall.org to book your place on the tour.

We are committed to safeguarding and promoting the welfare of all our children and young people who attend our school.
All posts are subject to an enhanced DBS check.

Proof of eligibility to live and work in the UK will be required.

