**Downs View**

**Person Specification – Assistant Head Teacher based at School site**

*It is essential that candidates have the following:*

1. Qualified teacher status
2. Evidence of outstanding classroom practice in teaching pupils with SEN (SLD, PMLD, autism, complex needs) in a special school context
3. Experience of leadership.

**Knowledge, Skills and Attributes**

1. Evidence of planning and implementing successful strategic developments
2. Able to use all relevant performance indicators and data (numerical and otherwise) and thereby analyse progress and effectiveness, aid decision making, make recommendations for interventions or developments to improve progress, standards and attainment
3. Clear understanding of the Ofsted framework and what constitutes good and outstanding practice
4. Able to successfully lead and manage significant change, support colleagues, parents and pupils through that change whilst maintaining high standards
5. Able to solve problems creatively and effectively whilst remaining calm during critical incidents or issues
6. Have held a lead role in curriculum design and development, assessment and monitoring
7. Evident outstanding practice in working in partnership with pupils, families, professionals, stakeholders
8. Successful experience of providing support mechanisms for pupils and parents which have demonstrable impact
9. Able to manage a staff team sensitively but effectively including appraisal, performance management/target setting, including challenging and managing underperformance
10. Able to communicate effectively with a wide range of audiences in a variety of ways (for example reporting to governors, parents, staff)
11. Excellent interpersonal and communication skills
12. Be self-motivated, having excellent organisational skills to be able to manage self, prioritise own time and achieve challenging deadlines consistently
13. Experience of accreditation systems for students with SEND
14. Excellent ICT skills particularly in relation to efficient working and assessment of data
15. Demonstrate the commitment, work rate, resilience and reliability to be the key manager on a school site.
16. Demonstrate excellent understanding of and outstanding practice in appropriate child protection and safeguarding processes and legislation
17. Committed to equal opportunities, policy and practice for all staff, pupils and their families