

## PERSON SPECIFICATION

The Mulberry Bush School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Job Title: Head Teacher		Department: Education
	Essential	Desirable
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status (QTS)</li> <li>• Evidence of participation in professional development or further study</li> </ul>	<ul style="list-style-type: none"> <li>• National Professional Qualification for Headship (NPQH)</li> <li>• Higher level degree qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 3 years school leadership team experience</li> <li>• At least 5 years teaching experience</li> <li>• Teaching children who have social, emotional and mental health difficulties</li> <li>• Working with a range of professionals (e.g. Educational Psychologist, Social Worker)</li> </ul>	<ul style="list-style-type: none"> <li>• Working in an organisation that supports psychodynamic understanding</li> <li>• Successful teaching experience in a mainstream primary school</li> <li>• Working in a socially and culturally diverse school community</li> <li>• Working in a multi-disciplinary team</li> </ul>
<b>Skills, Abilities and Competencies</b>	<ul style="list-style-type: none"> <li>• Teaching to a high standard</li> <li>• Relates to and motivates children with social, emotional and mental health difficulties</li> <li>• Works well as part of a team and contributes to team development</li> <li>• Good organisational and time management skills</li> <li>• Ability to seek advice and support where necessary;</li> <li>• Ability to deal sensitively with people and resolve conflicts.</li> </ul>	<ul style="list-style-type: none"> <li>• Good sense of humour</li> </ul>

<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of therapeutic community practices and principles</li> <li>• Knowledge of the National Curriculum requirements (KS1 &amp; KS2)</li> <li>• Ability to understand and use a range of teaching and learning strategies</li> <li>• Knowledge of Assessment for Learning, pupil progress tracking and target setting</li> <li>• Confident in using a range of ICT to support learning</li> <li>• Knowledge of child protection guidelines and procedures</li> <li>• Knowledge of the SEND Code of Practice</li> <li>• Understanding of the current national educational landscape</li> <li>• Have a well-grounded knowledge of child development and special needs issues and a recognition of their relevance and application in a special educational environment.</li> </ul>	
<b>Leadership skills</b>	<ul style="list-style-type: none"> <li>• Ability to create and secure commitment to a clear vision or initiative;</li> <li>• Ability to initiate and manage change and improvement in pursuit of strategic development;</li> <li>• Ability to direct and co-ordinate the work of others;</li> <li>• Ability to build, support and work with teams;</li> <li>• Ability to devolve responsibility, delegate tasks and monitor practice to see that they are being carried out;</li> <li>• Ability to motivate and inspire pupils, staff, parents, managers and the wider community;</li> <li>• Ability to set standards and provide a role model for pupils and staff;</li> </ul>	
<b>Communication skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively orally and in writing to a range of audiences;</li> <li>•</li> <li>• Ability to negotiate and consult effectively;</li> <li>•</li> <li>• Ability to chair meetings effectively;</li> <li>•</li> <li>• Ability to develop, maintain and use an effective network of contacts.</li> <li>•</li> <li>• An effective communicator with colleagues and other professionals</li> </ul>	

**Prepared By: Andy Lole**

**Job Title: Executive Head teacher**

**Updated: November 2018**