



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Head Teacher (The Beacon Centre)

GRADE: L12 - L18

[A] TRAINING AND QUALIFICATIONS

	Essential	Desirable	Source A- application I - interview R - references
Qualified teacher status	✓		A R
Degree	✓		A R
Higher degree		✓	A R
Post graduate curriculum or management qualification		✓	A R
Relevant leadership qualification (eg NPQH)		✓	A R
Recent participation in a range of in-service training relevant to this role within the last three years	✓		A R

[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT

Applicants should be able to evidence the following:

	Essential	Desirable	Source
Substantial, successful, recent senior leadership experience in a special school or unit	✓		A I R
A proven track record of raising and maintaining high educational standards and improving teaching	✓		A I R
Substantial, successful experience of working with pupils with challenging behaviours and/or emotional difficulties	✓		A I R
Experience of working with children with other learning difficulties		✓	A I R
Experience of leading organisational change or a major initiative	✓		A I R
Excellent classroom practice	✓		A I R
Experience of Partnership Working	✓		A I R

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas:

	Essential	Desirable	Source
Pupils' educational development	✓		A I R

School leadership and management, including change management	✓		A I R
Curriculum and assessment, including subjects and cross curricular aspects	✓		A I R
Effective teaching and learning strategies	✓		I R
School improvement strategies, including rigorous self-evaluation	✓		A I R
Local and national policies, priorities and statutory frameworks, including child protection and SEN Code of Practice	✓		I
Role of the Management Committee	✓		I
The role of the school within the wider community/extended schools	✓		A I
Effective strategies to improve post 16 transition	✓		A I
Knowledge of finance and building management		✓	I R
Knowledge and understanding of safeguarding procedures	✓		A I R

[D] PERSONAL SKILLS AND ABILITIES

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

	Essential	Desirable	Source
Good communication skills (written and verbal)	✓		A I R
Strong leadership and management skills	✓		I R
Good interpersonal skills, including a proven ability to foster positive relationships with pupils, staff, Governors, parents and carers	✓		I R
High levels of stamina and resilience	✓		I R
Confidence	✓		I
Clear vision and the ability to innovate	✓		I R
Ability to motivate, support and enthuse others	✓		I R
Ability to foster a welcoming ethos and engage with all members of the community	✓		I R
Drive, determination and strength of character	✓		I R
A commitment to equality and diversity	✓		I R

[E] OTHER REQUIREMENTS

Application forms should be completed in full	✓		A
The personal statement should be clear and concise (maximum 3 sides A4 font size 12)	✓		A
Candidates should address the criteria identified in the person specification	✓		A
<i>N.B. A CV or additional information will not be considered</i>			

[F] CONFIDENTIAL REFERENCES AND REPORTS

Written reference(s) only:	Essential
Confirming professional & personal knowledge, skills & abilities referred to above.	✓
Satisfactory reference from current employer.	✓