

**Responsible to: The Governing Body**

**Job Title: Headteacher**

<b>A.</b>	<b>Qualifications</b>	<b>Essential/Desirable</b>	<b>Application</b>	<b>Interview/ Task</b>
1.	Qualified Teacher status.	E	A	
2.	A further qualification relevant to Headship	D	A	I
3.	Advanced qualification in Special Educational Needs, preferably sld & pml	D	A	
<b>B.</b>	<b>Professional Experience</b>	<b>Essential/Desirable</b>	<b>Application</b>	<b>Interview/ Task</b>
1.	Experience of school leadership, preferably at Headship level.	E	A	I
2.	Successful experience of monitoring, evaluating and improving the quality of teaching and learning.	E	A	T
3.	Successful experience of leading and managing change.	E	A	I
4.	Experience of managing staff and evaluating their performance.	E	A	I
5.	Experience of strategic financial management.	E	A	T
6.	A professional knowledge of the role of the Governing Body and experience of working effectively with governors.	E	A	I
7.	To have undertaken appropriate safeguarding training and experience of ensuring that all systems, processes and CPD are in place to ensure that safeguarding requirements are met.	E	A	I
8.	Experience of working in a culturally and ethnically diverse school.	D	A	I
<b>C.</b>	<b>Knowledge and understanding</b>	<b>Essential/Desirable</b>	<b>Application</b>	<b>Interview/ Task</b>
1.	Knowledge and understanding of effective teaching and learning for pupils with pml and complex needs and the ability to promote high expectations for pupil outcomes throughout the school.	E	A	I/T
2.	Detailed understanding of current educational developments and statutory requirements.	E	A	I
3.	A thorough knowledge and understanding of a Curriculum relevant for pupils with pml and complex needs and the role of assessment in pupils' learning.	E	A	I
4.	A thorough understanding of the Special Needs Code of Practice and its implications for pupils and families.	E	A	I

<b>D.</b>	<b>Professional Skills</b>	<b>Essential/Desirable</b>	<b>Application</b>	<b>Interview/ Task</b>
1.	Ability to lead by example and provide a clear strategic vision and direction for the school and Enfield Advisory Service for pmlD and complex needs in collaboration with the Governing Body.	E	A	I/T
2.	Ability to formulate aims, policies and strategic plans through appropriate consultation and collaboration. Monitor, evaluate and review their impact.	E	A	I
3.	The ability to work collaboratively with other schools and agencies to further develop partnerships and learning networks.	E	A	I
<b>E.</b>	<b>Personal Skills</b>	<b>Essential/Desirable</b>	<b>Application</b>	<b>Interview/ Task</b>
1.	To be self-motivated, organised and manage own time well, often under pressure.	E		I/T
2.	Excellent oral, written and IT skills.	E	A	I/T
3.	Good active listening skills.	E	A	I/T
4.	High level of interpersonal skills and emotional intelligence.	E	A	I/T
5.	High level of analytical skills and problem solving.	E	A	I/T
6.	Ability to be reflective and self-critical.	E	A	I
7.	Commitment to promoting equal opportunities.	E	A	I