

Fellside School

Head of Education Personal Specification

It is anticipated that candidates for the post will be able to meet a significant number of the following criteria:

1 Experience

- 1.1 Experience of managing a team of staff.
- 1.2 Experience of curriculum planning, development and delivery for pupils with special educational needs.
- 1.3 Experience of working in more than one establishment.
- 1.4 Evidence of effective implementation of a range of behaviour management strategies.

2 Qualifications

- 2.1 Teaching qualification.
- 2.2 First Degree or equivalent.
- 2.3 Attendance at courses that provide relevant preparation for a Senior Management post.
- 2.4 Evidence of study related to the education of pupils with emotional, behavioural and social difficulties.

3 Skills

- 3.1 Clear evidence of excellent management skills – eg an ability to lead, build teams, motivate others, make a contribution to staff development, delegate and manage time effectively.
- 3.2 An ability to formulate, implement and evaluate short and long term objectives for school development.
- 3.3 An ability to produce high quality documentation to support the work of the school.
- 3.4 An ability to communicate effectively at all levels, both oral and written.
- 3.5 An ability to prioritise, plan and organise curriculum and management tasks.
- 3.6 Good interpersonal skills.
- 3.7 To be a reflective practitioner of proven teaching ability.

4 Knowledge

- 4.1 Knowledge of recent developments in educational strategies, policy and of national initiatives.
- 4.2 An understanding of the implications of current educational legislation.

- 4.3 An understanding of what constitutes quality in educational provision and strategies for raising pupils' achievements at all levels of ability.

5 Personal Qualities

- 5.1 A personal 'presence', confidence and a strong character.
- 5.2 The ability to encourage a sense of enjoyment, affection and shared community.
- 5.3 The resilience and ability to manage one's own work pressure and the capacity to manage effectively the work of others.
- 5.4 An enjoyment of curriculum innovation.
- 5.5 A commitment to the ethos of the school as a partnership of pupils, staff, parents, the local community and Local Authorities.
- 5.6 A commitment to the professional development of colleagues and self.
- 5.7 A commitment to equal opportunities.