



**PERSON SPECIFICATION**  
**Headteacher at Beverley School**

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential on appointment</b>	<b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b>
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
<b>EXPERIENCE AND SKILLS</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Thorough knowledge and understanding of Special Education including Education & Health Care Planning	x	
Substantial and successful teaching experience in Special Education	x	
Wide knowledge of current issues related to SEND/autism	x	
Proven ability in improving outcomes for pupils with SEND/Autism	x	
Experience across the appropriate age range	x	
Thorough knowledge of the National Curriculum	x	
Demonstrable experience of senior leadership in education	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

<b>Key Competencies</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Decision making/risk taking	x	
Clarity of vision	x	
High expectations of self and others	x	
Skilful communication according to audience	x	
Respect for others	x	
Building effective teams	x	

<b>SAFEGUARDING</b>	<b>Essential on appointment</b>
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x