GLF

Where Children Grow, Learn and Flourish

GLF Schools – Person Specification

Job Title: Assistant Headteacher (SENCO)		
	Essential	Desirable
Education and Qualifications		
Honours degree or equivalent	√	
Qualified teacher status	√	
Evidence of commitment to continuing professional development	√	
Evidence of, or willingness to undertake the National Award for Special Educational Needs Coordination if necessary	√	
Willingness to undertake NPQH if not already held		√
Professional Experience and Knowledge		
Successful teaching and curriculum experience	√	
Experience of management at a senior level	√	
Recent and relevant leadership experience	√	
A sound understanding of the SEN code of practice	√	
Knowledge of primary principles and practice	√	
Successful experience of raising standards for all with measurable outcomes	√	
Experience of working in collaboration other educational bodies and the wider community to develop positive relationships		√
Evidence of highly developed performance management skills	√	
Understanding of quality in learning and teaching and how to achieve excellence	√	
Knowledge of key considerations in effective management and deployment of people and other resources	√	
In-depth knowledge and experience of Child Protection and Safeguarding procedures	√	
Skills		
Ability to lead change	√	
Ability to communicate effectively orally and in writing to a range of audiences	√	
Ability to think creatively to an anticipate and solve problems	√	
Ability to formulate a vision and strategy for the school and secure commitment to it from others	√	
Ability to drive for improvements and challenging underperformance	√	
Ability to establish and sustain appropriate structures and systems and monitor them	√	
Ability to motivate, challenge and influence others to attain higher goals	√	
Ability to develop and empower individuals and teams	√	
Ability to use new and emerging technologies to support improvement	√	

Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community	√	
Personal Attributes		
Innovative and solution focussed	√	
Positive, enthusiastic outlook, embracing risk and innovation	√	
Respectful and empathetic towards others	√	
Resilient, persistent and optimistic in when faced with difficulties and challenges	√	
Able to be consistently decisive and focused on solutions	√	
Commitment and dedication to social justice, equality and excellence	√	
Flexible, adaptable and creative	√	
Committed to CPD of self and others within the school	√	
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	√	
Safeguarding		
GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.		