	CTS Headteacher Person Specification Criteria	Essential or Desirable	Assessed Through
	Qualifications		
Q1	Degree Level Education and Qualified Teacher Status (QTS).	Essential	Application
Q2	National Professional Qualification for Headship (NPQH) or National Professional Qualification for Senior Leadership (NPSL).	Essential	Application
Q3	Specialised SEND qualifications or training.	Desirable	Application
Q4	Evidence of continuing professional development (CPD) in leadership and management.	Desirable	Application
Q5	Designated Safeguarding Lead (DSL) training and a deep, current understanding of safeguarding systems.	Essential	Application
Q6	Have undertaken and follows the principles of safer recruitment training	Desirable	Application
	Leadership Experience		
LE1	Direct Headship experience within a special school, specialist provision, or mainstream school with significant SEND responsibilities.	Desirable	Application and Interview
LE2	A proven track record of successful senior leadership experience (such as Headteacher, Deputy Headteacher, or Assistant Headteacher) within a special school, specialist provision, or mainstream school with significant SEND responsibilities.	Essential	Application and Interview
LE3	Demonstrable impact on school improvement and raising outcomes for vulnerable students with complex needs and barriers to their learning.	Essential	Application and Interview
LE4	Experience in working with and coordinating multidisciplinary teams (including therapists, support staff, and other external agencies).	Essential	Application and Interview
LE5	Experience of working with governing boards, trustees, or local authorities on strategic planning	Desirable	Application and Interview
LE6	Ability to support, supervise, and look after the wellbeing of staff dealing with high-intensity environments.	Essential	Application and Interview
LE7	Experience in managing whole-school budgets, financial compliance and working within regulatory frameworks.	Desirable	Application and Interview
LE8	Successful engagement with regulatory bodies like Ofsted.	Desirable	Application and Interview
LE9	Strict adherence to statutory compliance, health and safety policies, and data protection/GDPR.	Essential	Application and Interview

	Professional Knowledge		
PK1	Experience working with students with complex Special Educational Needs and Disabilities, such as Autism Spectrum Disorder (ASD), Speech, Language and Communication Needs (SLCN) Severe/Profound Learning Difficulties (SLD/PLD), and Social, Emotional, and Mental Health (SEMH) needs.	Essential	Application and Interview
PK2	Deep understanding of statutory frameworks (such as the SEND Code of Practice, EHCPs/Education, Health and Care Plans, and multi-agency working).	Essential	Application and Interview
PK3	Understanding of high-quality, evidence-based teaching tailored to diverse learning profiles and communication needs.	Essential	Application and Interview
PK4	Comprehensive understanding of safeguarding, child protection, and managing challenging behaviour safely and compassionately.	Essential	Application and Interview
PK5	Ability to adapt and innovate curriculum design for complex, severe, profound, or specific learning difficulties.	Essential	Application and Interview
PK6	Ability to analyse quantitative and qualitative data to track small-step progress, well-being, and non-academic milestones.	Essential	Application and Interview
PK7	An expert knowledge and understanding of the higher vulnerability of students with complex learning needs, sensory and physical disabilities	Essential	Application and Interview
PK8	Understanding of therapeutic education theory, trauma-informed practice, or behaviour support models.	Desirable	Application and Interview
PK9	Knowledge of commissioning, placement relationships with local authorities and commercial/financial operations specific to foundation special schools.	Desirable	Application and Interview
	Professional Skills		
PS1	Ability to deploy staff effectively to meet diverse, individual student care and learning needs	Essential	Application and Interview
PS2	Proven capacity to plan strategically, set clear priorities, and manage large-scale school improvement.	Essential	Application and Interview
PS3	Exceptional interpersonal, written, and verbal communication skills tailored to vulnerable pupils, families, staff, and external authorities.	Essential	Application and Interview

	Philosophy and Commitment		
P&C1	A belief that every student, regardless of the severity of their disability or condition, has a right to a rich, meaningful, and person-centered education.	Essential	Application and Interview
P&C2	A focus on measuring success through holistic growth, emotional regulation, independence, and quality of life.	Essential	Application and Interview
P&C3	An approach centered on treating students, families, and staff with dignity, respect, and equity.	Essential	Application and Interview
P&C4	A commitment to empowering students' voices, utilising non-verbal or alternative and augmentative communication (AAC) methods where appropriate	Essential	Application and Interview
P&C5	Viewing the school as a multi-disciplinary community where teachers, therapists, support staff, and parents are equal partners in the students' development.	Essential	Application and Interview
P&C6	Unwavering commitment to the safeguarding, safety, and physical/emotional welfare of highly vulnerable children and young people.	Essential	Application and Interview
P&C7	Dedication to supporting the safety, mental health and resilience of staff working in high-pressure, emotionally demanding SEND environments.	Essential	Application and Interview
P&C8	Commitment to continuous professional development (CPD) for both oneself and the wider team.	Essential	Application and Interview
P&C9	Commitment to ethical leadership, equality, and diversity, ensuring personal or institutional biases never compromise student care.	Essential	Application and Interview
P&C10	Active, visible, and approachable presence across the school day to model high standards and share in the daily reality of the school community.	Essential	Application and Interview
	Personal Qualities		
PQ1	Strong empathy, patience, and a deep commitment to the welfare, dignity, and rights of children and young people with SEND.	Essential	Application and Interview
PQ2	Resilient, decisive, and solution-focused under pressure.	Essential	Application and Interview
PQ3	A willingness to lead by example in times of challenge and illustrate the qualities to diffuse other behaviour	Essential	Application and Interview
PQ4	Excellent communication and interpersonal skills to build trust with parents, carers, staff, and external partners.	Essential	Application and Interview
PQ5	A good sense of humour and ability to be a calm, reassuring presence.	Essential	Application and Interview
PQ6	You must have a valid driving license with a car to be able to access all sites throughout the day	Essential	Application and Interview