**Deputy Head Teacher – Person Specification**

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| **Tasks/duties** | **Essential skills** | **Desirable skills** |
| Safeguarding and promoting the welfare of **all** students | * Enhanced DBS * Be willing to follow the school safeguarding policy and procedures * Undertake mandatory safeguarding training as directed by the school | * Have experience of undertaking a lead safeguarding role |
| Experience and qualifications | * At least 5 years SEND teaching experience * Proven managerial and leadership skills in a school setting * Qualified Teacher Status (QTS) * Evidence of Continued Professional Development (CPD) * Setting targets and monitoring student progress * Outstanding classroom practitioner * Organising and leading staff training * Experience of working with Alternative Provisions (AP) | * Management experience in SEND * Experience of working in a variety of SEND provisions * Additional SEND accreditation * Leadership qualification * Successful EIF inspection experience * Development of bespoke curriculum programmes |
| Knowledge and Skills | * Knowledge and understanding of the role of a Deputy Head Teacher * Excellent organisational skills * Ability to contribute to whole School improvement * Experience of curriculum development taking into account students with SEND | * Whole school leadership role * Senior Leadership Team role in a special school * Leadership role in assessment, reporting and recording (student progress) * Knowledge of formal and vocational qualifications |
| Personal Qualities | * Excellent time and workload management * Ability to be flexible and adaptable * Effective communicator and listener at all levels * A passion and enthusiasm for working with students with SEND * Competence in the use of ICT * Ability to develop positive relationships with the whole school community and other relevant bodies * Strong leadership and motivational skills * To be able to work effectively under pressure | * Inspirational leadership with the ability to empower and enable staff through effective delegation * Ability in managing change * Ability to identify strengths and areas for development within a team * Friendly and approachable with a sense of humour |