**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
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| 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
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| 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
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| 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
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