**Deputy Head Teacher**

The person specification lists the qualifications, skills and experiences we believe are necessary for you to fulfil the requirements of this post. You should match your experiences against the criteria; only those candidates who can show evidence of meeting the criteria will be shortlisted and invited to interview. If invited to interview you may wish to bring a portfolio of your work and experiences.

# Person specification

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| criteria | Essential | DESIRABLE | Evidence |
| **Qualifications  and training** | * Qualified teacher status * Good degree and/or higher degree/relevant qualification. | * Other professional qualifications * NPQ Leadership qualification. | Application form (DfE No)  Certificates |
| **Experience** | * Recent experience of teaching pupils with severe /profound learning disabilities/ ASC/challenging behaviour. * Working with other professionals, e.g., learning support assistants, therapy, and medical staff. * Evidence of excellent teaching practice across the school. * Successful leadership and management experience in a special school. * Involvement in school self-evaluation and development planning. * Demonstrable experience of successful line management and staff development. * Leadership of a subject area. * Demonstrable Involvement in whole school improvement. | * Additional teaching experience e.g., in a mainstream setting. * Leadership of a core subject area. | Application form  Interview |
| **Skills and Knowledge** | * Has an extensive understanding of current and future curriculum developments across all key stages. * DSL trained and experience of this role. * Understanding of high-quality teaching, and the ability to model this for others and support others to improve. * Is committed to personalised learning approaches, in order to ensure success for every child. * Understanding of school finances and financial management. * Effective communication and interpersonal skills. * Ability to communicate a vision and inspire others. * Ability to build effective working relationships with parents, staff and other professionals. | * Supporting colleagues to develop teaching skills leading to excellent outcomes for pupils. * Has created and implemented a bespoke curriculum for SEN. * Supporting colleagues to manage behaviour effectively. * Work effectively with Governors and contribute written reports as appropriate. * Recent CPD relevant to responsibilities in school. | Application Form  Interview |
| **Personal Qualities** | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school. * Ability to work under pressure and prioritise effectively. * Commitment to always maintaining confidentiality about all aspects of the school. * Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. * Demonstrate an understanding of personal and professional boundaries with all stakeholders. | * Sense of humour. * Ability to engage in self-review. * Evidence of interests outside school. | Application Form  Interview |