

PERSON SPECIFICATION:

Deputy Head Teacher

QUALIFICATIONS AND TRAINING	Essential	Desirable
Qualified teacher status	✓	
Degree	✓	
Additional management and or SEN qualification (NPQH, SENCO)		✓

MANAGEMENT EXPERIENCE	Essential	Desirable
Successful Senior Leadership & Management Skills	✓	
Established teaching practitioner experience	✓	
Experience of school self-evaluation and development planning		✓
Experience of successful line management and staff development, ideally within a SEN School.	✓	
Experience of working proactively with young people with ASC to meet their educational and social needs.	✓	

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential	Desirable
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	✓	
Effective Curriculum and Assessment knowledge to establish effective teaching and learning strategies for pupils with SEN	✓	
Ability to establish and evaluate effective whole School improvement strategies	✓	
Understanding of school finances and financial management		✓
Knowledge and understanding of data analysis and the ability to use data to set targets for improvement		✓

PERSONAL SKILLS AND QUALITIES	Essential	Desirable
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
A passion for developing and enabling students to reach their full potential in all aspects of school life.	✓	
Ability to lead effective teams and be committed to team working	✓	
Effective written & verbal communication skills	✓	
Excellent interpersonal skills with colleagues, parents and pupils	✓	
Excellent classroom and behaviour management skills	✓	
A flexible and proactive approach to problem solving	✓	
Ability to work under pressure and prioritise effectively	✓	

SAFEGUARDING	Essential	Desirable
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Demonstrate emotional resilience in working with challenging behaviours; attitudes to use of authority and maintaining discipline	✓	
A Commitment to maintaining confidentiality, safeguarding and equality at all times	✓	

FURTHER REQUIREMENTS	Essential	Desirable
Satisfactory Enhanced Disclosure and Barring Service Check	✓	
A minimum of 2 satisfactory references	✓	
A can do attitude, sense of humour and emotional intelligence		✓