

## Person specification for Deputy Headteacher with SENDCo responsibility at Market Deeping Community Primary School

**Spring Term 2023**

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school.</li> <li>• Teaching experience in a primary school.</li> <li>• Involvement in school self-evaluation and development planning.</li> <li>• Demonstrable experience of successful line management and staff development.</li> <li>• Development of provision for pupils with Special Educational Needs and Disabilities (SEND).</li> <li>• Impact on curriculum development.</li> <li>• Experience of conducting training/leading INSET</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses.</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve.</li> <li>• Effective communication and interpersonal skills.</li> <li>• Ability to communicate a vision and inspire others.</li> <li>• Ability to build effective working relationships.</li> <li>• Sound knowledge of the SEND Code of Practice</li> <li>• Understanding of what makes 'quality first' teaching, and of effective intervention strategies</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.</li> <li>• Ability to work under pressure and prioritise effectively.</li> <li>• Commitment to maintaining confidentiality at all times.</li> <li>• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li> </ul>