

DEPUTY HEADTEACHER – INCLUSION

QUALIFICATIONS & EXPERIENCE	Essential	Desirable	Measured by
QTS, relevant degree or equivalent teaching qualification	✓		A
Relevant further degree or professional qualification e.g. NPQM/SL		✓	A
Evidence of recent relevant CPD	✓		
Proven track record of outstanding classroom practice	✓		I
Experience of leading and managing a staff team	✓		A/I
Proven track record of achieving successful outcomes for students	✓		A/I
Experience of managing student behaviour	✓		A/I
Experience of leading and managing a whole school initiative or change	✓		A/I
Experience of effective, collaborative multi-agency and partnership working for the benefit of the student	✓		A/I
Involvement in school self-evaluation and development planning	✓		A/I
Experience of implementing systems and processes across a school	✓		A/I
Experience of data analysis and understanding of multiple complex data sets	✓		A/I
KNOWLEDGE			
Local, regional, and national education agendas, initiatives, and developments	✓		I
Strategies for raising student achievement	✓		I
Strategies for tracking & improving students behaviour and attendance management	✓		A/I
In-depth understanding of SEND and Inclusion	✓		A/I
Ofsted inspection framework	✓		I
Performance management processes		✓	I
Change management		✓	A/I
Relevant legislation, policies, and procedures applicable to role	✓		A/I
Review and evaluation processes		✓	A/I

PERSONAL SKILLS			
Think strategically, see possibilities, and bring a different perspective	✓		A/I
Able to inspire and enthuse students and staff to strive for high standards and fulfil their potential	✓		A/I
Establish and embed an ethos of inclusivity and diversity	✓		I
Robust planning skills with ability to translate a vision into measurable actions and milestones	✓		A/I
Proactive and responsive to meet the demands of a busy environment	✓		I
Solution focused and resourceful, adopting a growth mindset and seeing challenges as opportunities	✓		I
Ability to get people on board with required direction in an encouraging, supportive but assured manner	✓		A/I
Ability to set clear expectations and monitor progress	✓		I
Collaborative approach and ability to build effective working relationships that positively impact outcomes	✓		A/I
Confidence and competence to hold others to account for performance	✓		I
Excellent interpersonal skills at all levels internally and externally, with ability to adapt style to get the best from others	✓		A/I
Highly organised with attention to detail	✓		A/I
Work in a methodical way with structures in place to ensure smooth day to day operation	✓		I
Strong verbal and written communication skills	✓		A/I
Empower and enable others to build highly skilled and flexible team	✓		I
Able to plan and execute change, at pace when required, with a positive attitude	✓		I
PERSONAL QUALITIES			
Remain optimistic and resilient during challenging times	✓		I
Self-motivated with personal drive and enthusiasm	✓		I
High level of emotional intelligence	✓		I
Self-reflective and self-aware	✓		I
Sound judgement and balanced decision maker	✓		I
Ability to build and gain trust and respect quickly	✓		I
Reliable and supportive team player	✓		A/I
Willingness to challenge ineffective systems or underperformance	✓		A/I
Ability to work under pressure	✓		I
Positive and constructive contributor	✓		I

Commitment to uphold the confidentiality and team ethos of SLT	✓		I
High personal standards and commitment to role	✓		A/I
Completer finisher	✓		I
Commitment to safeguarding and equality	✓		I
Appreciation of, and commitment to the community	✓		I

A – Application form

I - Interview