



COTTENHAM PRIMARY SCHOOL - PERSON SPECIFICATION

Deputy Headteacher – Inclusion Lead

Person Specification The School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.			
	Essential These are qualities without which the applicant could not be appointed.	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria.	Method of Assessment
Educational Achievements, qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher status. • Certificate of Education • Degree + PGCE • Be prepared to gain National SENCO Award 	<ul style="list-style-type: none"> • Attendance at courses to provide relevant preparation for Leadership • Evidence of further professional study • National SENCO Award 	Application Form Production of Applicant's certificates
Teaching and Management experience.	<ul style="list-style-type: none"> • Direct experience of developing, implementing and evaluating an area of the curriculum in the primary age range • Experience of promoting positive relationships between staff, parents, governors and the community • Experience and understanding of teaching children with special educational needs or disabilities • Experience of leading staff professional development sessions 	<ul style="list-style-type: none"> • Teaching experience across the primary age range • Experience of leading a core curriculum area or specific area of educational provision • Experience of leading the Appraisal of teachers and/or TAs • Working as a DDSL 	Application form Interview References
Job related knowledge, aptitudes and skills.	<ul style="list-style-type: none"> • A high level of professionalism and sense of responsibility • Ability to communicate sensitively and effectively with a variety of audiences • Ability to demonstrate excellent classroom practice and to motivate colleagues to achieve high standards • The ability to analyse cohort data, synthesize explanations and offer appropriate responses • Understanding of processes to raise standards and promote progress, including target setting • Ability to demonstrate a focus on high standards of achievement and personal development in your own practice • Ability to support and develop the school's procedures for monitoring and evaluating teaching and learning • Ability to promote the school's aims, objectives, core values and policies • Comprehensive IT skills, knowledge and understanding 	<ul style="list-style-type: none"> • Knowledge and understanding of strategic planning for school development and improvement • Understanding of the principles and application of cognitive load theory • Experience of end of KS assessment • Knowledge and understanding of good practice across the primary age range • An awareness and understanding of recent developments and initiatives in education 	Application Form Interview Lesson Observation References
Equal Opportunities	<ul style="list-style-type: none"> • Demonstrate a commitment to equality of opportunity in the curriculum 		Application Form Interview References



Personal Qualities	<ul style="list-style-type: none">• Ability to work with sensitivity, flexibility, and resilience: remaining calm under pressure and cope with the pressure of school leadership• Ability to manage one's own workload and maintain the capacity to manage effectively the work of others• A commitment to the school's knowledge-rich curriculum and its community of pupils, staff, governors, and parents and carers• Excellent verbal and written communication skills• Willingness to take part in the broader life of the school• A commitment to teamwork and the ability to promote the qualities required for effective teamwork	<ul style="list-style-type: none">• A range of outside interests	Application form References Interview
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