

# Witton Park

## Academy

### Person Specification

**Job Title:** Deputy Headteacher – Inclusion (L18 - 22)  
**Reporting to:** Headteacher  
**Duration:** Permanent

Criteria	Essential (E) Or Desirable (D)	Method of Assessment Application (A) Reference (R) Observed (O) Interview (I)
<b>Education</b>		
Degree in relevant subject	E	A
Teaching Qualification	D	A
Commitment to obtaining professional development to support children with SEND	E	A/I
Evidence of relevant further study Particularly in relation to education or leadership	D	A
Evidence of appropriate professional development in preparation for senior leadership for example NPQH	E	A
<b>Experience</b>		
Evidence of leading a team on successfully raising standards of Safeguarding, attendance and Inclusion	E	A/I
Experience of working within an inclusive school environment	E	A/I
Experience of coaching to develop others	E	A/I
Relevant teaching expertise with evidence of proven examination results	E	A/I
Evidence of teaching in at least two schools or Academies	D	A/I
A track record of leading teams to improve outcomes for pupils	E	A/I/R
Experience of working in partnership with other schools or organisations to improve the outcomes for young people.	D	A/I
<b>Knowledge, Skills and Abilities</b>		
Shows a clear and detailed understanding of what will be involved in addressing the key tasks in the job description.	E	A/I
Proven success of delivering lessons addressing the needs of all pupils	E	A/I
Ability to analyse, evaluate, and effectively use data to evaluate learning and plan support strategies	E	A/R/I
Demonstrate an understanding of quality assurance systems including self evaluation and appraisal	E	A/R/I
Demonstrating highly developed skills in performance development, evidencing an ability to tackle underperformance	E	A/R/O/I
An understanding of personal development in school, child development and meeting the needs of students	E	A/I
<b>Personal Attributes</b>		
Be an effective leader, highly organised and emotionally literate	E	A/R/I
A strong belief in the value of education in developing citizens	E	A/R/I
A truly professional approach, leading by example and demonstrating accessibility, excellence, confidence, trust and respect of the entire school and wider community	E	A/R/I
A strong commitment to inclusion and overcoming barriers to learning and achievement	E	A/R/I
An astute and perceptive approach with strong analytical skills and the ability to use sound judgement in order to anticipate and resolve conflict	E	A/R/I
Commitment to the pursuit of continuous professional development of oneself and others	E	A/R/I
A proactive, innovative and versatile manner with a high degree of drive, energy, enthusiasm, aspiration, resilience, reliability and integrity	E	A/R/I

# Witton Park

## Academy

Commitment to go above and beyond for pupils	E	A/R/I
The aspiration to be a Senior Deputy Headteacher or Headteacher in the future	D	A/I