Person Specification: Deputy Headteacher

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| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* Degree
* To hold, or be willing to work towards, a relevant National Professional Qualification (NPQ) or other appropriate School Leadership qualification
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| **Experience** | * Successful leadership and management experience in a school
* Teaching experience
* Involvement in school self-evaluation and development planning
* Demonstrable experience of successful line management and staff development
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| **Skills and knowledge** | * Significant knowledge, skills and experience of teaching pupils excluded, or at risk of being, excluded from mainstream education and a proven track record of improving outcomes and facilitating their return to mainstream/specialist/alternative learning provision.
* An understanding and experience of pupils with medical and mental health needs who cannot currently attend their mainstream school
* Data analysis skills, and the ability to use data to set targets and identify weaknesses
* Understanding of high-quality teaching, and the ability to model this for others and support others to improve
* Understanding of school finances and financial management
* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others
* Ability to build effective working relationships
* Understanding of the principles of high-quality nurture-based provision
* Experience of working in a specialist environment or evidence of supporting cohorts of children with SEMH needs.
* Working knowledge of the SEND Code of Practice
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| **Personal qualities** | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.
* A resilient practitioner who is able to work effectively with vulnerable young people and their families.
* An ability to take care of personal well being and to ask for and engage in supervision if required or requested.
* A sense of humour and an ability to see the ridiculous
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