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 |
| **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 |
| **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 |
| **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 |