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**Deputy Headteacher – Person Specification**

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| **SELECTION CRITERIA** | **Essential** | **Desirable** | **Measured by Application AP, Presentation P,**  **Interview I** |
| **QUALIFICATIONS AND TRAINING** | |  |  |
| * Qualified Teacher Status (QTS) | √ |  | AP |
| * Educated to degree level or equivalent | √ |  | AP |
| * Evidence of being an outstanding teacher | √ |  | AP |
| * Evidence of continuing professional development | √ |  | AP |
| * Other relevant Professional Qualifications |  | √ | AP |
| * L3 Safeguarding training (training offered) |  | √ | AP |
| * Good understanding of how individuals with a range of SEND learn, engage and develop | √ |  | AP |
| * Evidence of strong pupil centred vision and values | √ |  | AP P I |
| * Good knowledge of what the characteristics of an effective school are and successful strategies for improving outcomes | √ |  | AP P I |
| * Good knowledge of current educational initiatives and practice (national and local) | √ |  | I |
| **EXPERIENCE** | |  |  |
| * Recent and relevant experience as an effective Senior Leader | √ |  | AP |
| * Recent evidence of leading a significant initiative at a strategic level | √ |  | AP I |
| * Evidence of commitment to a culture where all staff are motivated and feel supported | √ |  | AP I |
| * Evidence of multi-disciplinary working | √ |  | AP |
| * Evidence of successful work with parents, carers, Governors and the wider community | √ | √ | AP I |
| * Experience in identifying emerging talents, coaching individuals, leading to clear succession planning |  | √ | AP |

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| **SELECTION CRITERIA** | **Essential** | **Desirable** | **Measured by Application AP, Presentation P,**  **Interview I** |
| **INDIVIDUAL ABILITY AND QUALITIES** | |  |  |
| * Capacity to work individually or as part of a team to influence change | √ |  | AP |
| * Clear understanding of successful strategies for improving the quality of provision and pupils’ progress | √ |  | AP P I |
| * Clear commitment to high expectations for children and young people’s learning and achievement | √ |  | AP P I |
| * A good understanding of the features of high-quality practice for supporting children young people with learning difficulties and disabilities | √ |  | AP I |
| * Ability to manage difficult situations and to problem solve calmly and confidently | √ |  | AP I |
| * Good written and communication skills | √ |  | AP P I |
| * Good interpersonal skills with pupils and adults | √ |  | AP |
| * Good planning, organisational and management skills with the ability to meet deadlines | √ |  | AP I |
| * In-depth knowledge and understanding of The SEND Code of Practice | √ |  | AP I |
| * In-depth knowledge and understanding of local further education and employment opportunities for young people with SEND |  |  | AP I |
| * The ability to inspire, motivate and empower others | √ |  | AP I |
| * Emotional resilience | √ |  | P I |
| * A clear understanding of personal strengths and weaknesses and a flexible approach to team work | √ |  | AP I |
| * A high level of professionalism and integrity | √ |  | P I |
| * A keen sense of humour and general positive approach | √ |  | AP P I |

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