

Post Title	Deputy Headteacher	Grade / Pay Scale: L15-L19	Depending on experience. This post attracts
		(£79,700 - £86,967)	Inner London Weighting
Section, Division	Education: Mayesbrook Park School (Alt Provision)	Date of Person Specification	February 2025

Attributes	Minimum Criteria	Method of Assessment	Desirable Criteria	Method of Assessment
1. Education, Training & Qualifications	First Degree of equivalentQTS	A A	● NPQH	А
2. Experience	 At least 3 years' experience as an Assistant or Deputy Head coupled with experience of leading rapid school improvement with measurable outcomes Experience of leading in a Good or outstanding rated school or Alternative Provision setting Considerable teaching experience in a mainstream inner city multi-cultural school Experience of the successful development, implementation and review of educational policies relevant to meet the needs of the School Extensive experience of managing teams and holding staff to account Experience of the development and implementation of appropriate systems for assessment, progress monitoring and reporting Experience of the successful development and implementation of sound behaviour and discipline policies to create a positive ethos for learning 	A/I A/I A/I A/I A/I A/I	Experience of implementing sound financial systems to ensure maximum educational benefit to pupils within a cash limited budget	A/I



	 Experience of working with parents and local community organisations Experience of effective working with external agencies 	A/I	
3. Skills & Knowledge	 An in-depth understanding of the educational issues for pupils who display challenging behaviour and the ability to implement clear strategies to ensure the raising of education and behaviour standards 	A/I	
	 A clear understanding of the leadership qualities needed to move towards rapid success 	A/I	
	 A detailed comprehension of the statutory legislation in PRU's and schools with particular emphasis on Special Educational Needs and the Code of Practice, as well as a demonstrable knowledge of Safeguarding and Child Protection procedures 	A/I	
	 Knowledge of the secondary curriculum and how this can be delivered to meet the needs of learners in Alternative Provision 	A/I	
	 A commitment to promoting equal opportunities and inclusion, and knowledge of the links between schooling, behaviour and equality of opportunity 	A/I	
4. Relationships	Demonstrable experience of building positive relationships in schools	A/I	
	 Evidence of supporting and challenging students who underperform 	A/I	
	 Excellent behaviour management skills based on a firm but empathetic approach with pupils. 	A/I	
	 Capacity to work under pressure and to meet deadlines 	A/I	
	 Ability to lead, motivate, support, challenge and develop staff and students to secure improvement 	A/I	



5. Equalities and Diversity	Commitment to equality of opportunity and inclusive education	A/I
6. Management, eg People, Finance and skills	 Ability to contribute to the vision for the future of the school through coherent planning and systematic monitoring Ability to deliver quantifiable results to a demanding timescale Maintenance of purposeful and positive ethos through effective classroom teaching and dayto-day management 	A/I A/I A/I
7. Communication	 Effective oral and written communication Commitment to maintaining confidentiality at all times Commitment to ensuring that personal beliefs are not expressed in ways that exploit the position 	A/I A/I

Please note, if you are a disabled person or have an impairment it will only be necessary to meet the minimum criteria for shortlisting purposes