



Purbeck Drive, Corby, Northamptonshire, NN18 0BX
Telephone: 01536 216489

Head Teacher:
Karen Smith

**Red Kite
Special
Academy**

Person Specification: Deputy Headteacher

CRITERIA	ESSENTIAL QUALITIES	DESIRABLE QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree qualification or equivalent • Leadership qualification e.g. NPQ 	<ul style="list-style-type: none"> • Master's Degree • Specialist qualifications in SEN
Experience	<ul style="list-style-type: none"> • Proven track record of leading whole school improvement as SLT member and/or subject leader • At least four years' post qualified teaching experience with a range of age groups including supporting pupils with SEN • Excellent knowledge of monitoring and school self-evaluation as a tool for improvement • Demonstrable experience of successful line management and staff development • Demonstrable experience of Education, Health and Care Plans and the Annual Review process 	<ul style="list-style-type: none"> • Previous experience in a senior leadership role. • Teaching experience in a special needs setting. • Previous experience as a SENCo. • Teaching experience in KS3/4/5. • Previous experience of chairing/leading KS4/5 annual reviews into further education placements/adult social care packages • Previous experience of developing a careers programme.
Skills, knowledge and understanding	<ul style="list-style-type: none"> • 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. • Effective communication and interpersonal skills. 	<ul style="list-style-type: none"> • Knowledge and understanding of a range of approaches used to support pupils with SEN • Knowledge of accreditations and qualifications in KS4/5 • Knowledge and understanding of a preparation for adulthood curriculum





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	<ul style="list-style-type: none"> • Ability to communicate a vision and inspire others. • Ability to build effective working relationships. • Ability to work under pressure, prioritise effectively and show resilience when challenges arise. • Excellent understanding of safeguarding especially the safety and welfare of vulnerable and disadvantaged pupils. 	<ul style="list-style-type: none"> • Knowledge and understanding of a secondary curriculum
<p>Personal qualities</p>	<ul style="list-style-type: none"> • High aspirations and a passion and commitment to preparing pupils for adulthood • Passion and dedication to supporting pupils with special educational needs. • Solution focused outlook and a desire to promote this in others. • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. • Committed to continued self-professional development and always trying to find ways to improve and be the best they can be. • Intuitive, empathetic and genuine in your approach. • Approachable, caring and kind • A good sense of humour! 	

