

Person Specification

Senior Deputy Headteacher



Factor	Essential	Desirable	Assessment*
Qualification	<ul style="list-style-type: none"> Qualified Teacher Status. Degree at level 2:2 or above/or equivalent. 	<ul style="list-style-type: none"> National Professional Qualification for Middle Leadership (NPQML) National Professional Qualification for Senior Leadership (NPQSL) National Professional Qualification for Headship (NPQH) 	A, I, R, D
Experience	<ul style="list-style-type: none"> Experience in working effectively with parents/carers, external professionals and other agencies. At least three years teaching experience in a specialist setting or with children and young people with additional needs At least two years senior leadership or management experience in a specialist setting, or in a role linked to SEND A consistently outstanding teacher Experience of leadership at whole school level Experience of successfully supporting others Experience of effective behaviour management Experience of presenting strategic information and school performance data to Governors or external stakeholders. Experience of deploying staff across a whole school Experience of strategic development planning. Experience of school evaluation Experience of leading complex safeguarding, inclusion or SEND-related casework at a senior, whole-school level. 	<ul style="list-style-type: none"> Held a Deputy Head position Experience of line-managing multiple senior or middle leaders and overseeing cross-school teams or functions. 	A, I, R
Skills and Knowledge	<ul style="list-style-type: none"> A deep awareness and understanding of the broad areas of SEND need, relevant legislation and the current UK SEND landscape An ability to support motivate and inspire both pupils and colleagues. Demonstrate the ability to develop and deliver effective and inspirational professional development. Ability to review whole school systems to ensure robust evaluation of school performance. An ability to plan and deliver exceptional learning opportunities to meet a range of abilities and interests Knowledge of statutory requirements and other legislation relating to Safeguarding/EHCP/Employment A commitment to the principles of high quality SEND provision Excellent behaviour management techniques and skills 		A, I, R

	<ul style="list-style-type: none"> Ability to use a range of ICT effectively and creatively as a tool for learning 		
Personal Attributes	<ul style="list-style-type: none"> The ability to work well alone and contribute as a team member. The ability to identify priorities, be self-motivated and manage time effectively The ability to communicate effectively with a wide range of people including children, staff, parents and Governors A commitment to their own continuing professional development 		A, I, R

*Assessment Method – details how the criteria will be assessed

A = Application Form, **I** = Interview, **R** = References, **D** = Documentary Evidence