

# Person Specification

## Senior Deputy Headteacher



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

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

*\*Assessment Method – details how the criteria will be assessed*

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