



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Deputy Head Teacher - Park View School

**GRADE:** L12 - L16

#### **[A] TRAINING AND QUALIFICATIONS**

	Essential	Desirable	Source A - application I - interview R - references P - presentation T - task observation C- certificates
Qualified teacher status	✓		A, C
Degree	✓		A, C
Recent participation in a range of In-service training relevant to the post of Deputy Head Teacher within the last 3 years	✓		A, C
Higher Degree		✓	A, C
Relevant senior management qualification (NPQSL, NPQH)		✓	A, C

#### **[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT APPLICANTS SHOULD BE ABLE TO DEMONSTRATE A GOOD KNOWLEDGE AND UNDERSTANDING IN THE FOLLOWING AREAS:**

	Essential	Desirable	Source
Leadership experience at Deputy, Assistant Head or equivalent leadership role	✓		A, I, R
Recent experience of leading a core subject or key area of the school		✓	A, I, R
Proven recent experience of working in a key area of a secondary school or special school	✓		A, I, R
Experience of working in more than one key stage (Key stage 2-4, post-16 ) i.e. in the last 5 years		✓	A, I, R
Demonstrable success in raising standards through the implementation of developing a highly successful intervention programme	✓		A,I,R,P
Experience of developing an exciting and innovative curriculum which reflects the high demands of the National Curriculum and specific needs of the students		✓	A,I,R
Demonstrate outstanding classroom practice	✓		A, I, T, R
Experience of multi-agency engagement and collaboration to ensure the best possible outcome for young people	✓		A,I,R
A comprehensive understanding of assessment including a detailed knowledge of tracking systems and how this impacts on pupil outcomes	✓		A, I, R,P

**[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

Applicants should be able to demonstrate comprehensive experience, knowledge and understanding of the following areas relevant to the specific phase.

	Essential	Desirable	Source
A full understanding of systems and processes to improve staff performance	✓		A, I, R
To fully understand the national and local education agenda so that sensible and effective school improvement plans can be implemented	✓		A, I, R
A detailed knowledge of teaching and learning strategies and systems to support school improvement	✓		A, I, R, P
Knowledge and understanding of safeguarding procedures	✓		A, I, R
To demonstrate knowledge of effective strategies to engage, support and enrich students affected by SEMH and associated mental health difficulties	✓		A, I, R, P
Be 'e' confident and understand future technology in an educational context	✓		A, I, T, P

**[D] PERSONAL SKILLS AND ABILITIES**

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

	Essential	Desirable	Source
A passion and motivation to work with children with SEMH difficulties	✓		I, R
Effective oral and written communication skills with an ability to negotiate at all levels	✓		I, R,
High personal standards of integrity	✓		I, R, P
Be able to build effective teams and have consideration of the views of others	✓		I, P, R
High expectations of both pupils and staff. Enthusiasm, adaptability and resilience	✓		I, T, P

**[E] OTHER REQUIREMENTS**

	Essential	Desirable	Source
Application forms should be completed in full	✓		A
Personnel statement within the application form should be clear and concise and no more than 3 sides of A4 (Font size Arial 12)	✓		A
Must demonstrate relevant experience linked to the job description and person specification	✓		A

**Please note: no CV's or additional information should be submitted other than that requested above, as they will not be considered.**

**[F] CONFIDENTIAL REFERENCES AND REPORTS**

	Essential
2 Written reference(s) only (1 from current employer)	✓
Confirming professional & personal knowledge, skills & abilities referred to above	✓
Positive recommendation from current employer	✓