**POST OF DEPUTY HEAD TEACHER – GRADE L15 –L19**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **category** | **essential** | **desirable** | **where identified** |
| **Application** | Fully supported in reference.  Fully completed application form  Well-structured supporting letter indicating a vision for the development of the school indicating beliefs and understanding of the important educational issues relevant to the specific needs of pupils with social, emotional and mental health needs, likely to result in sustained improvement in pupil achievement and wellbeing (No more than 1000 words). |  | Full Completion of Application Form  Well Structured Supporting Letter References |
| **qualifications** | Degree and Qualified Teacher status.  Evidence of ongoing professional development.  Commitment to further study/training. | Additional Post Graduate Qualification in SEN.  Qualification in the role of SENCo. Qualification in the role of Safeguarding.  Leadership Training.  Team Teach Trainer. | Application |
| **experience** | Experience of safeguarding and promoting the welfare of young people particularly in relation to understanding the vulnerability of young people who are identified as having social emotional and mental health needs.  Sustained and successful teaching experience through KS3/4.  Middle or senior leadership experience and management of individuals and teams.  Ability to demonstrate high standards of classroom practice.  Experience of successfully implementing strategies for improving the quality of education through curriculum planning and teaching and learning.  Experience of promoting excellence and challenging poor performance.  Holding individuals and teams to account for pupil learning outcomes and personal development.  Successful recent and relevant experience within a secondary context with knowledge and understanding of additional needs connected with social emotional and mental health.  Experience of working both strategically and operationally at senior leadership level. | A proven record in managing and promoting teaching and learning.    A proven record of planning, the delivery and managing staff development  A proven record in managing teams.  Experience of working in Team Teach. | Application Form  References  Interview |
| **knowledge** | Ensure the school effectively and efficiently operates within the regulatory frameworks and meets all statutory duties.  Knowledge and understanding of the requirements for high quality teaching, learning and assessment which meets the needs of pupils identified as presenting with social emotional and mental health needs.  Detailed knowledge of the structure and content of the National Curriculum, and the appropriate curriculum modifications required by pupils with a range of severe and/or complex needs. | Critical and analytical thinker.  Creative | Application Form  References  Interview |
| **skills** | Strong personal organisation skills.  Ability to build positive relationships with pupils.  Curriculum management - planning, delivery and assessment.  Ability to evaluate and use pupil performance data to identify and set relevant school improvement targets.  Evidence of ability to plan and deliver outstanding lessons.  Ability to build a team, deliver the vision and secure buy in to the school’s ethos.  Ability to enthuse, motivate and line manage a team.  Ability to communicate effectively in a variety of situations.  Deliver and develop effective evidence based CPD for staff team.  Know how to use evidence informed approaches to reading so that all pupils are taught to read.  Promote culture and practices that enable all pupils to access the curriculum.  Ensure staff and pupils safety and welfare through effective approaches to safeguarding, is part of a duty of care.  Ability to use IT effectively. | Evidence of high quality communication and liaison skills with a range of professionals and parents, carers, pupils and staff.  Evidence of a willingness to evaluate own performance.  Ability to hold restorative conversations with pupils. | Application Form  References  Interview |
| **professional development** | Attendance at recent courses/CPD covering leadership, management curriculum issues and SEND. |  | Application Form  References  Interview |
| **personal attributes** | Ability to demonstrate enthusiasm and sensitivity whilst working with others.  Ability to demonstrate a stimulating and innovative approach.  Have a positive attitude to change.  Personal impact and presence.  Caring attitude towards pupils and parents.  To have excellent attendance and punctuality records.  Evidence of being able to build and sustain effective working relationships with pupils, staff and Governors. | Flexibility and adaptability in order to be able to mix and work with people from a wide range of backgrounds  Evidence of being able to build and sustain effective working relationships with parents, other agencies and the wider community. | Application Form  References  Interview |