



Deputy Headteacher & Lead SENCo – Person Specification

Qualifications and Training

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Degree-level qualification	✓	
Evidence of continued professional development relevant to the post	✓	
NPQML / NPQSL or similar leadership qualification		✓

Experience

Criteria	Essential	Desirable
Recent experience of teaching in EYFS	✓	
Experience in a leadership or management role in an educational setting	✓	
Experience in mentoring or supporting staff, such as ECTs or trainees	✓	
Experience supporting children with SEND	✓	
SENCo Qualification	✓	
Experience leading or contributing to school improvement initiatives	✓	
Experience in a Deputy or Acting Headteacher capacity		✓

Knowledge and Skills

Criteria	Essential	Desirable
----------	-----------	-----------



Secure understanding of EYFS curriculum and assessment frameworks	✓	
Strong understanding of effective pedagogy and inclusive practice	✓	
Ability to lead, inspire, and support staff	✓	
Skilled in monitoring, evaluating, and improving teaching and learning	✓	
Understanding of safeguarding practices and the role of a DSL	✓	
Ability to manage resources and contribute to strategic planning	✓	
Clear and confident communication skills, both verbal and written	✓	

Personal Qualities

Criteria	Essential	Desirable
Commitment to inclusive education and equality of opportunity	✓	
Passionate about Early Years education and child development	✓	
Reflective, resilient, and open to feedback	✓	
Able to build positive relationships with children, staff, and parents	✓	
A team player with a proactive and flexible attitude	✓	
A calm and positive presence with strong organisational skills	✓	

**Safeguarding Statement:**

All staff are expected to share a commitment to safeguarding and promoting the welfare of children. The successful candidate will be required to undergo an enhanced DBS check and relevant safeguarding training.