



MARY EXTON

Deputy Headteacher - Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing your application form and supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

Educational qualifications and training
<ul style="list-style-type: none">• Qualified teacher status• Evidence of Continuing Professional Development including SEND• National Award for SEN Co-ordination (being prepared to train for this would be perfectly acceptable for a candidate with relevant teaching experience).
Skills and abilities
<ul style="list-style-type: none">• Skills to lead and support staff and monitor and evaluate provision• Good organisational and time management skills <p>Have the ability to;</p> <ul style="list-style-type: none">• inspire, lead and motivate the children and staff• lead the quality of teaching and learning & SEND• understand, analyse and interpret school performance data in order to promote accountability and use high quality formative assessment in order to plan the next steps for pupils' learning• work as part of and lead an effective team of staff and governors• use effective strategies for behaviour management including experience of STEPS• communicate effectively and sensitively with a wide variety of children, parents, the local community, governors, staff, local authority representatives and other agencies• demonstrate consistently good or outstanding classroom practice, including confident use of IT and differentiation• maintain confidentiality
Experience
<ul style="list-style-type: none">• Experience of working in more than one school and across at least two key stages within the Primary school setting, including working with children with a wide variety of learning needs• Knowledge of subject leadership including identifying priorities, monitoring and evaluating standards• An excellent teacher with a proven track record in the classroom or an existing SENDCo with a proven track record of improving provision for pupils with SEND• Have implemented whole school initiatives• Have contributed to school self evaluation and school improvement• Successful experience of managing staff and/or staff teams including mentoring• Have had effective involvement with parents and governors

Knowledge
<ul style="list-style-type: none">• Thorough grasp of current educational issues including the requirements as set out in the Ofsted framework• Understanding of the whole curriculum for the primary age range, including Early Years• Commitment to the SEND Code of Practice and understanding of the local offer• An understanding of assessment and reporting systems for feeding back on pupils progress• Knowledge of techniques/systems for helping pupils with differing needs and most importantly the willingness to research and take on new ideas/ educational methods that are seen to be effective• Understanding of children with special educational needs and the needs of the more able child• Knowledge of, and commitment to inclusive practice and equal opportunities
Safeguarding
<ul style="list-style-type: none">• Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people• Displays commitment to the protection and safeguarding of children and young people
Personal Qualities
<ul style="list-style-type: none">• Inspirational, Creative and Caring• Self-motivated and well organised• The ability to engage with and support parents in helping their children• Excellent communication skills with pupils, their parents/carers, and with staff• Able to work with and inspire a team• Sensitivity• Enthusiasm, commitment and a sense of humour!