**Sir Tom Finney Community High School**

Deputy Headteacher – Teaching and Learning

**Person Specification**

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| **STANDARD** | **ESSENTIAL** | **HOW**  **IDENTIFIED** | **DESIRABLE** | **HOW**  **IDENTIFIED** |
| Educational Qualifications  And training | * Qualified Teacher Status (QTS) * Successful recent School Leadership training (eg.(NPQH, NPQSL or equivalent) * Recent appropriate Safeguarding training * Recent safer recruitment training or commitment to undertake on taking up post * Appropriate Designated Senior Lead (DSL) training or commitment to undertake on taking up post. * Recent and relevant professional development appropriate to post * Be prepared to maintain further professional development and training appropriate to post | Application  Form and  Interview  process | * Further special needs qualifications and/or specific SEN training | Application  Form |
| Leadership and Management Experience | * Successful experience of leading and managing in a school at department/subject leadership capacity * Effective substantial and sustained contribution to school self-evaluation and school improvement * Demonstrate effective evaluation and analysis of assessment data, achievement information and target setting to indicate progress of individuals and specific cohorts of learners and the raising of standards * Effective involvement in policy development and implementation * Effective contribution to reporting the impact of actions to relevant audiences * Effective experience in leading whole staff and individual staff meetings and developments * Effective partnership working with colleagues, families, other professionals, schools, business and other agencies | Application  Form and  Interview  process | * Successful experience of leading and managing in a special school at a dept/subject leadership capacity * Experience of effective coaching or mentoring individuals or a groups of staff * Experience of budget and resource management | Application  Form and  Interview  process |
| Teaching and  Learning  Skills, Knowledge and abilities | * Demonstrate experience of monitoring and evaluation teaching and learning eg lesson observation, learning walks, work scrutiny etc to promote and sustain outstanding classroom practise and outcomes for students * Leading professional development opportunities for colleagues related to specific area(s) of teaching and learning e.g. Curriculum models, subject areas, assessment * Demonstrate knowledge of the Curriculum from a range of phases of education * Demonstrate practical knowledge and awareness of differentiated approaches to delivery * Demonstrate knowledge of a range of accreditation opportunities for 14-19 year olds * Demonstrate practical knowledge of a range of assessment, recording and reporting procedures   Professional Attributes   * Demonstrate awareness of the needs of students within a generic special school population and how these can be met * Have excellent written and oral communication skills – assessed at all stages of the process from application form to interviews * Be capable of demonstrating, promoting and encouraging outstanding classroom practice and monitoring that it is being sustained * Be able to promote continuous professional development to help all staff fulfil their potential * Show a positive commitment to sustained attendance at work   Professional skills   * Experience in leading innovation, creativity and change * Be approachable and willing to promote an open, honest and fair culture * Have knowledge of the relationship between self evaluation, performance appraisal and professional development * Able to confidently deputise for the headteacher in managing ten school efficiently and effectively on a day to day basis * Experience of and willingness to work collaboratively * To be aware of a range of approaches to Behaviour Management for example Team Teach. * To have a working knowledge of first aid and other health related training in relation to students with significant medical needs.     Personal Qualities   * Promote a strong and positive educational philosophy and values that match those of the school * Be a positive role model at all times * Demonstrate a capacity to be a strong presence in all areas of school including confidently responding to adverse events * Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to the wellbeing and learning of Children and Young People. * Build and maintain quality relationships through interpersonal skills and effective communication * Demonstrate personal and professional integrity * Inspire trust and confidence across the school and its community * Be flexible and adaptable and above all resilient * Demonstrate energy, passion and humour | Application  Form and  Interview  Process  Application  Form and  Interview  process | * Relevant teaching experience within more than one school * Relevant teaching experience across more than one phase of education * Teaching experience of students with a wide range of special educational needs and learning difficulties and disabilities * Experience of annual review reporting procedures and Education, Health Care Plan outcomes. * Establishing SMART targets * Experience in the use of a range of systems for assessment purposes * Demonstrate knowledge of the statutory requirements for the education of a generic special needs population | Application  Form and  Interview  Process |
| Special working conditions | * Be willing to support out of school/extended activities * Be willing to participate in school events and activities * Attend and contribute to meetings and training opportunities which may include evening or occasional weekends.   *NOTE: all candidates shortlisted must have a positive recommendation from all referees, including their current employer* | Application  Form and  Interview  process |  |  |

The application form must be fully completed. The supporting statement should be clear, concise and address the person specification and job description related to this specific post.