**Sir Tom Finney Community High School**

Deputy Headteacher – Teaching and Learning

**Person Specification**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **STANDARD** | **ESSENTIAL** | **HOW** **IDENTIFIED**  | **DESIRABLE**  | **HOW** **IDENTIFIED** |
|  Educational QualificationsAnd 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
 | ApplicationForm andInterviewprocess | * Further special needs qualifications and/or specific SEN training
 | ApplicationForm |
| 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
 | ApplicationForm andInterviewprocess | * 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
 | ApplicationForm andInterviewprocess |
| 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
 | ApplicationForm andInterviewProcessApplicationForm andInterviewprocess | * 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
 |  ApplicationForm andInterviewProcess |
| 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* | ApplicationForm andInterviewprocess |  |  |

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.