

**London Borough of Havering Social Care & Learning Directorate**  
**Person Specification**  
**Deputy Headteacher**

<b>Skills and Abilities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed by</b>
The ability to lead and manage the school team effectively and efficiently and work with other professionals and agencies	Y		Interview
Communication skills, oral, written and presentational	Y		Application & interview
The ability to deliver well planned, organised and innovative lessons	Y		Interview
Proficiency in the use of ICT and the software programmes used in schools (eg: Active Inspire, Smart Notebook, Clicker, Communicate in Print, etc.)	Y		Application
The ability to lead and model proactive, positive behaviour management techniques for a variety of pupils with special educational needs	Y		Application and interview
The ability to manage school information and data for recording, monitoring, evaluation and reporting	Y		Application and interview
Displays commitment to the protection and safeguarding of children and young people	Y		Application and interview
<b>Knowledge</b>			
Up to date knowledge of the National Curriculum and the ability to make learning accessible and engaging for the developing needs of our pupils	Y		Application
How to lead curriculum development and manage innovation and change	Y		Application and interview
Have an excellent knowledge of National Strategies and Agendas affecting SEN education including proposed changes to the SEN code of practice and introduction of Education, Health Care Plans.	Y		Application and interview
Know how to use information and data to set pupil targets and identify apply teaching interventions in order to raise attainment and achievement	Y		Interview
Know how to use information and data to inform school planning to raise attainment and achievement	Y		Application and interview
Know how individual needs affect children and young people with SEN and to apply this knowledge effectively to how they learn, develop and progress through life stages and events	Y		Application and interview
How ICT can be used effectively to motivate children to learn	Y		Interview
How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum	Y		Application and interview
How to manage health and safety policy and promote and safeguard pupil welfare	Y		Application and interview
How to manage equalities and inclusion policies and how these are implemented in schools	Y		Application and interview
Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	Y		Application and interview
<b>Qualifications and Experience</b>			
Qualified Teacher Status	Y		Evidence of qualification
Successful teaching experience, including in middle management position(s) <b>or</b> a successful Fast Track progression route	Y		Application
Post threshold teacher status		Y	Application
Evidence of relevant continuing professional development, including for example Future Leaders, NPQH		Y	Application