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**Sir Tom Finney Community High School**

Deputy Headteacher

**Person Specification**

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| **STANDARD** | **ESSENTIAL** |  | **HOW** **IDENTIFIED**  |  | **DESIRABLE**  | **HOW** **IDENTIFIED** |
|  Educational Qualificationsand training  | * Qualified Teacher Status (QTS)
* Successful Professional Development at a School Leadership level
* Appropriate Designated Senior Lead (DSL) training or commitment to undertake on taking up post.
* Recent appropriate Safeguarding training
* Recent safer recruitment training
* Be prepared to maintain further professional development and training appropriate to post
 |  | ApplicationForm andInterviewprocess |  | * Further special needs qualifications and/or specific SEN training
* Practical knowledge of Early Help and intervention; how they impact to support families and young people with SEND
 | ApplicationForm |
| Leadership and Management Experience  | * Substantial current experience of leadership in school
* 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
* Demonstrate knowledge of the statutory requirements for the Quality of education of a generic special needs population
* Knowledge and understanding of the SEND code of practise and it’s implementation in relation to meeting individual outcomes and expectations
 |  | ApplicationForm andInterviewprocess |  | * 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 excellence in delivering and modelling quality teaching and learning across the full range of ability and age group across our school.
* Demonstrate experience of monitoring and evaluating 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 all phases of education
* Demonstrate practical knowledge and awareness of adaptive approaches to delivery
* Demonstrate knowledge of a range of accreditation opportunities for 14–19 year-olds
* Demonstrate knowledge and experience of using a range of assessment, recording and reporting procedures
* Practical experience of annual review reporting procedures and Education, Health Care Plan outcomes

Professional Attributes* Demonstrate awareness of the wide range of needs of students within Sir Tom Finney Community High School and how these can be met
* Have excellent written and oral communication skills
* Be capable of demonstrating, promoting and encouraging outstanding classroom practice, monitoring and evaluation
* 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 equitable culture and community
* Have knowledge of the relationship between self-evaluation, performance appraisal and professional development
* Able to confidently deputise for the headteacher to lead and manage the school efficiently and effectively on a day to day basis as required
* Experience of and willingness to work collaboratively and cooperatively
* To be aware of and have experience of a range of approaches to Behaviour Management for example; restorative practise, behaviour for learning, physical intervention and Thrive models.

 Personal Qualities* Promote a strong and positive educational philosophy and values that match those of the school
* Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to the wellbeing and learning of Children and Young People with Special educational needs and learning difficulties and disabilities
* 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
* Build and maintain quality relationships through interpersonal skills and effective communication
* Demonstrate an ability to manage and resolve conflict
* Display commitment to the protection and safeguarding of young people
* 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
* To have a working knowledge of first aid and other health related training in relation to students with significant medical needs or commitment to undertake the relevant training as a required.
 | 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 (no more than 3 pages of A4) and address the person specification and job description related to this specific post.**