**A logo for a high school

AI-generated content may be incorrect.**

**Sir Tom Finney Community High School**

Deputy Headteacher

**Person Specification**

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| **STANDARD** | **ESSENTIAL** |  | **HOW**  **IDENTIFIED** |  | **DESIRABLE** | **HOW**  **IDENTIFIED** |
| Educational Qualifications  and 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 |  | Application  Form and  Interview  process |  | * 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 | Application  Form |
| 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 |  | Application  Form and  Interview  process |  | * 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 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 |  | Application  Form and  Interview  Process  Application  Form and  Interview  process |  | * 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. | 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 (no more than 3 pages of A4) and address the person specification and job description related to this specific post.**