

GREAT ARLEY SCHOOL

Holly Road, Thornton Cleveleys,
Lancashire, FY5 4HH



"Dare to Dream, Aim to Achieve"

Telephone 01253 821072

Website www.greatarley.lancs.sch.uk

Person Specification/Selection Criteria for a Deputy Headteacher

Person Specification/Selection Criteria for
Deputy Headteacher at Great Arley School.

*The applicant will be required to safeguard and promote
the welfare of children and young people*

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

[A] Qualifications

		Essential/Desirable
1.	Qualified Teacher Status (QTS)	E
2.	Degree qualification	E
3.	An outstanding class teacher	E
4.	Relevant leadership qualification (e.g. NPQSL or working towards NPQH)	D
5.	Evidence of ongoing professional development in SEND	D

[B] Leadership and management

6.	Ability to deputise for the Headteacher and represent the school with confidence.	E
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7.	Proven track record of leading whole school improvement as SLT and/or subject leader	E
8.	Support a vision for the school and secure commitment to it from others	E
9	Experience of policy development and implementation	E
10.	Commitment to ongoing professional development for self and others and ability to identify and nurture leadership potential.	E
11.	Experience in mentoring, coaching and leading CPD for staff.	E
12.	Ability to demonstrate an awareness of local SEND issues and current national education policy.	E
13.	A desire to further develop as a Head Teacher	E

[D] Curriculum, teaching and learning

		Essential/Desirable
14.	Expert understanding of innovative pedagogy, inclusive and adaptive teaching strategies	E
15.	Experience in leading a curriculum subject or area across key stages.	E
16.	Ability to demonstrate knowledge and understanding of curriculum design and management that help to provide the choice and flexibility to meet the learning needs of every pupil	E
17.	Proven record of own high-quality teaching and learning that is ambitious, personalised, and appropriately scaffolded.	E
18.	In-depth knowledge of teaching and learning a wide range of SEND students, including complex learning needs, autism, communication difficulties and SEMH.	D
19.	Experience in developing and implementing personalised learning approaches and EHCPs.	D
20.	Secure knowledge and understanding of assessment frameworks for pupils with SEND, including pre-key stage standards and engagement models.	E
21.	Secure knowledge of assessment strategies, data analysis and the use of assessment to maximise student progress.	E



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[E] Qualities

		Essential/Desirable
22.	Excellent communication skills	E
23.	Be committed to working with a high level of integrity and professionalism.	E
24.	Ability to set high standards and acts as a positive role model, leading by example	E
25.	Excellent organisational skills and the ability to prioritise tasks, make decisions and manage time effectively	E
26.	Establishes and maintains excellent relationships with students, colleagues, parents, governors and members of the wider school community	E
27.	Ability to work effectively under pressure and have a sense of humour	E
28.	Able to monitor and evaluate the effectiveness of learning and teaching including outcomes in terms of standards and achievement and personal development and wellbeing	E
29.	Have an excellent attendance record	E

[F] Safeguarding and wellbeing

		Essential/Desirable
30.	Experience of leading on safeguarding or acting as a Deputy Designated Safeguarding Lead (DDSL) or Designated Safeguarding Lead (DSL)	D
31.	Ability to demonstrate an excellent understanding of safeguarding legislation, procedures and statutory responsibilities for the protection of children and young people	E
32.	Knowledge of and commitment to the implementation of safeguarding, driving consistently high-quality practice in line with local and national guidance and policies.	E
33.	Ability to demonstrate experience of multiagency collaborative working to support and protect young people and families.	E
34.	Experience in promoting positive behaviour and emotional wellbeing in a whole school context.	E



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[G] Professional Skills

Each candidate will be expected to demonstrate a knowledge and understanding of working within and towards the Headteacher' Standards 2020 which also form the basis of the Job Description.

Candidates will be expected to show evidence of developing this knowledge and understanding in their current setting as well as an awareness of how this could be applied in Great Arley school throughout the appointment process.

[H] Confidential References and Reports

35.	Positive recommendation from all referees, including current employer	E
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[I] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post limited to a maximum of three sides of A4 Arial font size 12.



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