

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

*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	E
2	Degree qualification	E
3	An outstanding class teacher	E
4	NPQH, NPQSL or other relevant leadership qualification	E
5	Accredited DSL training	E
6	Evidence of ongoing professional development in SEND such as NPQ SENCO	D

[B] Experience

7	Extensive teaching experience, ideally in a special school or SEND unit, with a strong grounding in current pedagogy	E
8	Proven leadership and management experience at middle or senior level	E



Leading Parent
Partnership Award



9	Experience as a DSL or Deputy DSL	E
10	Experience leading and managing safeguarding and child protection	E
11	Experience of teaching across more than one key stage	E
12	Proven track record of leading whole school improvement	E
13	Experience of working collaboratively with external agencies and multi-disciplinary teams to support and protect young people and families	E
14	Experience of managing staff performance and development	E
15	Experience of leading on safeguarding audits or inspections	E

[C] Leadership and management

		Essential/Desirable
16	Ability to deputise for the Headteacher and represent the school with confidence and integrity	E
17	Proven ability to lead and manage change effectively	E
18	Support and contribute to the strategic vision for the school and secure commitment to it from others to achieve the highest standards	E
19	Leading systems that support data and assessment to drive school improvement	D
20	Experience of policy development and implementation	E
21	Experience in leading whole school CPD for staff	E
22	Commitment to ongoing professional development for self and others and ability to identify and nurture leadership potential	E
23	Experience leading on pastoral, behaviour and emotional wellbeing of students in a whole school context	D
24	Experience of preparing for Ofsted or other inspections	E
25	Experience of managing budgets and resources	D

[D] Curriculum, teaching and learning

		Essential/Desirable
26	Expert understanding of innovative pedagogy, inclusive and adaptive teach-	E



	ing strategies	
27	Experience in leading curriculum design for pupils with SEND	D
28	Ability to support staff to deliver a broad, balanced and ambitious curriculum	E
29	Proven record of own high-quality teaching which demonstrates inclusive practice and personalised learning approaches	E
30	In-depth knowledge of teaching and learning for a wide range of SEND students, including complex learning needs, autism, communication difficulties and SEMH.	D
31	Secure knowledge and understanding of assessment frameworks for pupils with complex needs	D
32	Experience integrating therapeutic or sensory approaches into the curriculum.	D

[E] Skills and Knowledge

		Essential/Desirable
33	In depth knowledge of safeguarding legislation, KCSIE and statutory guidance and responsibility for the protection of children and young people	E
34	Knowledge of and commitment to the implementation of safeguarding, driving consistently high-quality practice in line with local and national guidance and policies.	E
35	Strong understanding of the SEND Code of Practice	E
36	Awareness of local SEND issues and current national education policy and their implications for special schools	E
37	Understanding of Team Teach philosophy and restorative approaches to behaviour management	E
38	Proven ability to analyse and interpret complex sets of data to drive school improvement	E

[F] Qualities

		Essential/Desirable
39	Passionate about improving outcomes for pupils with SEND	E
40	Excellent communication and interpersonal skills	E
41	Excellent conflict resolution and mediation skills	E



42	Be committed to working with a high level of integrity and professionalism.	E
43	Ability to set high standards and acts as a positive role model, leading by example	E
44	Excellent organisational skills and the ability to prioritise tasks, make decisions and manage time effectively	E
45	Establishes and maintains excellent relationships with students, colleagues, parents, governors and members of the wider school community	E
46	Emotionally resilient and able to stay calm and work effectively under pressure	E
47	Ability to manage safeguarding concerns with sensitivity and professionalism	E
48	Ability to analyse data to inform strategic decisions	E
49	Ability to lead on personal development, behaviour and wellbeing for both staff and pupils	E
50	Have an excellent attendance record	E

[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

51	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.

