

Viking Academy Trust

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Chilton Primary School
Chilton Lane
Ramsgate
Kent
CT11 0LQ

PERSON SPECIFICATION FOR DEPUTY HEADTEACHER: INCLUSION AND BEHAVIOUR LEAD

ESSENTIAL	DESIRABLE
Qualifications and Training	
<ul style="list-style-type: none"> • Qualified Teacher Status • Experience at Middle or Senior Leadership level for minimum of 4 years • Substantial experience working with children with additional need 	<ul style="list-style-type: none"> • Senior Leadership Experience of 4 years • National award for SEN Co-ordination • NPQSL • DSL trained
Knowledge and Experience	
<ul style="list-style-type: none"> • Knowledge of the SEN code of practice • Understanding of HNF systems • Detailed knowledge of the Primary Curriculum • Contribution to School Development Planning, implementation and impact evaluation • Involvement in the implementation of whole school initiatives focused on learning • Sound understanding of how well-being affects learning outcomes • Sound understanding of assessment, recording and reporting • Understanding of the process of appraisal and links to School Improvement and CPD • Successful experience as Team Leader / Curriculum Leader in the primary phase • A sound knowledge of methods for monitoring pupil progress and raising achievement as well as supporting the Headteacher and Governors in setting and achieving aspirational goals • Relevant and recent CPD and a commitment to developing leadership skills through nationally recognised qualifications • Understanding of role of LAC designated teacher • Understanding of adaptation for EAL provision • Leadership experience through an Ofsted inspection 	<ul style="list-style-type: none"> • Knowledge of current behaviour for learning research • Good understanding of other current educational issues, particularly in relation to the post • Have provided regular coaching or mentoring • Experience of effectively managing staff and budgets, ensuring effective use of resources • Ability to provide clear direction when leading annual reviews / referrals • Undertaken training in THRIVE practice - preferably at leadership level • Experience as a designated safeguarding lead • Experience deputising for a senior leader • Experience of being LAC designated teacher • Experience of leading on EAL provision

'One Childhood, One Chance'



Chilton Primary School, Ramsgate Arts Primary School and Upton Junior School are operated by Viking Academy Trust which is a charitable company limited by guarantee and registered in England and Wales with company number 09449979. The Registered Office is at Chilton Primary School, Chilton Lane, Ramsgate, Kent, CT11 0LQ. Viking Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Skills and Abilities	
<ul style="list-style-type: none"> • Excellent communication skills and the ability to set and communicate a clear vision • Evidence of outstanding classroom practice • Ability to recognise strengths and areas for improvement (and address appropriately) in themselves and others • Ability to give clear and positive leadership and to work as part of a team • Good interpersonal skills • Evidence of excellent behaviour management strategies • Good organisational and time management skills • Ability to embrace new initiatives and to manage change effectively • Strategic vision – able to identify and articulate the ‘what’s next?’ 	<ul style="list-style-type: none"> • Confident user of ICT • Commitment to extra-curricular activities
Personal Qualities	
<ul style="list-style-type: none"> • A firm commitment to the principles of INCLUSIVE education • Ability to maintain and develop good, sensitive personal relationships with children; parents, staff governors and the wider community • High expectation of themselves • A commitment to high standards of pupil achievement (learning and behaviour) • Positive, caring attitude • Confidential and professional at all times • Ability to give and receive constructive criticism • Flexibility • Resilience • Clear idea of own career development • Unwavering belief that getting better never stops. 	<ul style="list-style-type: none"> • Enthusiastic • Sense of humour

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