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| **PERSON SPECIFICATION****DEPUTY HEAD TEACHER** |
|  | **Essential** | **Desirable** |
| **Professional qualifications** | * Is a qualified teacher with qualified teacher status
* Experience of senior leadership in a school
* Evidence of relevant CPD
* Experience in a Special School setting
 | * NPQSL
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| **Shaping the future** | * Possesses leadership and management skills and the personal qualities to build strong relationships with all stakeholders
* Inspires confidence and trust, is approachable, shows integrity and care for others

**Can demonstrate experience of:*** Thinking strategically
* Leading and bringing about effective School improvement
* Implementing and managing change
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| **Leading teaching and learning** | * Committed to achieving aspirational goals and targets
* Celebrates the successes of pupils and staff regularly, both as individuals and as teams

**Can demonstrate experience of:*** Focusing on pupil’s achievement using data and benchmarking to monitor progress for every child
* Monitoring, evaluating and improving teaching and learning
* Experience of teaching and learning strategies appropriate for special school setting
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| **Managing the organisation** | * Empowers others and creates leadership opportunities
* Can communicate well and explain ideas clearly
* Prepared to ask for advice and support where necessary
* Able to set up an appropriate work/life balance and to model it to staff
 | * Being a school governor
* Staff development and appraisal, including effective coaching
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| **Strengthening the community** | * Able to articulate core values of the School within the community

**Can demonstrate experience of**:* Working effectively with parents
* Building effective relationships with the community and other schools
 |  Experience of special school wider community outreach |