



Person Specification: Deputy Headteacher

1. Qualifications & Professional Development

- UK Qualified Teacher Status (QTS). **(Essential)**
- Evidence of recent, relevant in-service and external training, specifically regarding safeguarding and Child Protection. **(Essential)**
- Successful completion of, or current enrollment in, NPQH or NPQL. **(Desirable)**
- Evidence of successful postgraduate study, such as an MA in Education or Special Educational Needs. **(Desirable)**

2. Experience

- **Leadership:** Proven successful recent senior leadership experience (e.g. Phase Leader, Assistant Head, Deputy Head, or Head of School) within a specialist SLD/PMLD environment. **(Essential)**
- **Impact:** A track record of raising the academic and personal achievement of pupils with complex needs. **(Essential)**
- **Operational Management:** Experience in the day-to-day running of a school, including organising staff cover, managing rotas, and overseeing daily routines. **(Essential)**
- **Inclusion:** Experience in strategic oversight of SEND and leading multidisciplinary inclusion teams. **(Essential)**
- **Partnership:** Experience working effectively with parents, carers, and external agencies to improve pupil outcomes. **(Essential)**

3. Knowledge and Understanding

- **Specialist Pedagogy:** In-depth knowledge of excellence in SEN teaching practice, including a fully integrated communication approach (AAC) **(Essential)**
- **Statutory Frameworks:** Up-to-date understanding of national policy, the OFSTED framework, and the legal liabilities of school leaders. **(Essential)**
- **Curriculum & Assessment:** Clear understanding of how to develop and monitor a specialist curriculum and use data to identify trends and promote challenge. **(Essential)**

- **Safeguarding:** Extensive knowledge of current safeguarding legislation and the role of the Deputy Designated Safeguarding Lead. **(Essential)**

4. Leadership Skills & Personal Attributes

- **Visionary & Values-Driven:** Ability to demonstrate and articulate the school's "child first" ethos in everyday work and practice. **(Essential)**
- **Change Management:** A sound understanding of managing change effectively and inclusively, particularly regarding school expansion.
- **Communication:** Ability to communicate expectations clearly to pupils and present accurate accounts of performance to diverse audiences.
- **Professional Conduct:** Commitment to upholding the Seven Principles of Public Life (Nolan Principles) and acting as a role model for staff and pupils.
- **Resilience & Empathy:** A calm, patient approach with an empathetic understanding of a multicultural, diverse community.
- **Visibility:** A commitment to being a substantial, visible presence in the daily life of the school.