



Person Specification			
Post title	Deputy Head of Knowsley Virtual School	Grade / Salary	P / SCP 40 – 41 / £49,764 - £50,788

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Successful teaching or local authority leadership experience.	CV/SS /I
S2	Experience of supporting vulnerable children, including Looked after Children, in education settings.	CV/SS /I
S3	Successful experience of raising standards in an educational setting, using pupil performance data in target setting	CV/SS /I
S4	Experience of collaborative working with other agencies to support vulnerable young people	CV/SS /I
S5	Comprehensive knowledge of legislation and national guidance relating to the education and care of Looked After Children	CV/SS /I
S6	Evidence of continuing professional development, especially relating to the needs of vulnerable children	CV/SS /I
S7	Up to date knowledge of SEN policies and processes	CV/SS /I
S8	Excellent knowledge of assessment practice and ability to advise on the setting and review of suitable SMART targets	CV/SS /I
S9	Experience of holding positive, and sometimes challenging, conversations with senior leaders to improve practice	CV/SS /I

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S10	Experience in the effective delivery of developmental feedback to school leaders and teachers to improve personal performance of those involved in the educational outcomes for children who are looked-after or are disadvantaged	CV/SS /I
S11	Working knowledge of OFSTED inspection frameworks and processes	CV/SS /I
S12	Excellent knowledge and understanding of using data and intervention strategies to support the raising of attainment	CV/SS /I
S13	Ability to analyse data and qualitative information and present findings to a range of audiences	CV/SS /I
S14	Knowledge of, and commitment to, the principles of Corporate Parenting	
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	An ability to “champion” the needs of looked after children, inspire, and motivate others to do likewise.	CV/SS /I
P3	A commitment to working positively within a team, and wider setting.	CV/SS /I
P4	Good time management skills and an ability to manage a number of competing demands, priorities and deadlines.	CV/SS/I
Communication		
C1	Excellent interpersonal skills and ability to negotiate with different groups, such as headteachers, designated teacher and middle managers, social workers and carers	CV/SS /I
C2	Excellent written, oral and ICT skills	CV/SS /I
C3	Good communication skills and an ability to engage with children and young people and build successful relationships with them; be able to motivate and encourage them to attend school and have high aspirations.	CV/SS /I
Qualifications		
Q1	Graduate with Qualified Teacher Status and/ or equivalent professional qualification	CV/SS / I / C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

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Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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