



PERSON SPECIFICATION - DEPUTY HEADTEACHER

QUALIFICATIONS AND TRAINING

	Essential	Desirable
Qualified teacher status	✓	
Degree	✓	
SEN OR NPQSL/H qualification	✓	
Experience of working with young people with ASC	✓	
Designated Safeguarding Lead and Working Together training		✓

LEADERSHIP EXPERIENCE

	Essential	Desirable
Proven Senior Leadership & Management Skills including proven record of accomplishment in delivering whole school initiatives	✓	
Experience of data analysis at leadership level	✓	
Successful experience of delivering whole school CPD	✓	
Experience of professional working partnerships with a range of key stakeholders including governors, professionals, the local authority and families	✓	
Demonstrable experience of successful line management and staff development including performance management	✓	

LEADERSHIP SKILLS

	Essential	Desirable
Demonstrates a relational and reflective approach to leadership.	✓	
Emotionally intelligent, self-aware and open to feedback.	✓	

Able to build trusting relationships whilst maintaining boundaries and accountability.	✓	
Committed to developing a positive, reflective and supportive staff culture.	✓	
A visible and approachable leader who values staff wellbeing and development.	✓	

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

	Essential	Desirable
Educational development of pupils	✓	
Curriculum and Assessment	✓	
Effective ASC aware teaching and learning strategies	✓	
Successful school improvement strategies	✓	
Knowledge and understanding of data analysis and the ability to use data to set targets for improvement	✓	
Knowledge and experience of whole school curriculum development	✓	

PERSONAL SKILLS AND QUALITIES

	Essential	Desirable
Impeccable record in meeting the requirement for professional standards	✓	
Ability to effectively motivate and lead a team	✓	
Ability to work on own initiative and as part of a team	✓	
Effective written & verbal communication skills	✓	
Excellent interpersonal skills with colleagues, parents and pupils	✓	
Have a vision in education for pupils with ASC and associated SEND	✓	
Excellent classroom and behaviour management skills	✓	

A flexible and proactive approach to problem solving	✓	
Excellent record of attendance and punctuality	✓	
A passion for developing and enabling students to reach their full potential in all aspects of school life.	✓	
Positivity, resilience and a good sense of humour.	✓	

FURTHER REQUIREMENTS

	Essential	Desirable
Satisfactory Enhanced Disclosure and Barring Service Check	✓	
Commitment to attend Governors Meetings	✓	
A minimum of 2 satisfactory references	✓	