



## Person Specification

### Deputy Headteacher - Teaching and Learning (Whole school)

[This person specification is available in BSL here.](#)

#### ATTAINMENTS AND EXPERIENCE

Criteria	Essential	Desirable	Evidence
Qualified Teacher Status (QTS)	✓		Application
Good honors degree	✓		Application
Qualified Teacher of Deaf Children & Young People qualification (QToD) or willingness to gain qualification within an agreed timescale		✓	Application
Recent named DSL or Deputy DSL within a school setting		✓	Application/interview
Recent, relevant professional development	✓		Application/Interview
Leadership and management experience of Nursery to Year 11		✓	Application/Interview
Knowledge of deaf and SEND education	✓		Interview
Successful and relevant teaching experience of primary and secondary age pupils	✓		Application/Interview
Successful experience of developing the curriculum for pupils with SEND	✓		Interview
Experience of line management	✓		Application/Interview

#### LEADING TEACHING AND LEARNING - Knowledge of:

Criteria	Essential	Desirable	Evidence
Strategies for raising achievement and achieving excellence	✓		Application/Interview
Using research in adopting best practice in teaching and learning especially for Pupil Premium		✓	Application/Interview
Successful implementation of behaviour management strategies	✓		Application/Interview
Strategies to ensure inclusion, diversity and access across the school	✓		Interview
A strategic leadership of curriculum design, delivery and development for Primary and Secondary	✓		Application/Interview
Strategies for developing effective teachers to ensure pupil entitlement to high quality education	✓		Application/Interview

#### MANAGING THE ORGANISATION - Commitment and ability to:

Criteria	Essential	Desirable	Evidence
Apply principles and strategies of school improvement	✓		Application/Interview
Implement good practice in appraisal	✓		Application/Interview
Develop and sustain a safe, secure and healthy school environment	✓		Interview
Think creatively to anticipate and solve problems	✓		Application/Interview
Manage the school efficiently and effectively on a day-to-day basis	✓		Application/Interview

#### SECURING ACCOUNTABILITY – Commitment and ability to:

Criteria	Essential	Desirable	Evidence
Use a range of documented evidence to improve aspects of school life	✓		Application/Interview
Lead the team effectively and efficiently towards the academic, spiritual, moral, social, emotional and cultural development of all pupils		✓	Interview

#### STRENGTHENING COMMUNITY – Commitment and ability to:

Criteria	Essential	Desirable	Evidence
Utilise the wider community beyond school and the opportunities it provides for pupils and the school community		✓	Application/Interview
Knowledge of Education Health and Care Plans and the Annual Review process	✓		Application/Interview

**DEVELOPING SELF AND WORKING WITH OTHERS** – Commitment and ability to:

Criteria	Essential	Desirable	Evidence
Develop interpersonal relationships, adult learning and models of continuing professional development (CPD)	✓		Interview
Manage change, conflict and empower individuals and teams		✓	Application/Interview
Collaborate and network with others within and beyond the school	✓		Application/Interview
Develop own skills in British Sign Language to at least Level 3 <b>or</b> willing to start working towards this upon appointment <b>or</b> native user	✓		Application/Interview

**SHAPING THE FUTURE** – Knowledge of:

Criteria	Essential	Desirable	Evidence
Trends in special education and deaf education		✓	Interview
Communicating and implementing a shared school vision		✓	Application/Interview
Strategic planning in a school context	✓		Application/Interview
New technologies to improve the quality and effectiveness of education		✓	Interview
Effective strategies for communicating within and beyond the school	✓		Interview
Effective, proven research for Pupil Premium strategy		✓	Application/Interview
Effective strategies for supporting pupils with mental health needs		✓	Application/Interview

**PERSONAL QUALITIES** – Demonstrate evidence of:

Criteria	Essential	Desirable	Evidence
Personal drive, enthusiasm and commitment to securing the best possible learning outcomes for every pupil	✓		Application/Interview
An open, transparent, collaborative approach to managing people and other resources	✓		Application/Interview
Innovative, creative thinker, able to be strategic or 'hands-on' where necessary	✓		Application/Interview
A good record of health, attendance and timekeeping	✓		Application/Interview
Able to manage own stress levels and sensitivity to stress in others	✓		Application/Interview
Credible, personal and professional integrity	✓		Application/Interview
Dedicated to the safeguarding and welfare of children and young people	✓		Application/Interview