



Deputy Headteacher – Fitzwaryn School

Person Specification

ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
EDUCATIONAL QUALIFICATIONS AND TRAINING	
Qualified Teacher Status (QTS)	Further SEN training or qualifications
School leadership experience	Middle or Senior Leadership experience
Evidence of participation in recent School Leadership Training	Leadership Training such as NPQSL/NPQML or equivalent (or willingness to participate)
Recent and appropriate professional development	
At least 5 years teaching experience	Special school teaching experience of at least 5 years with pupils with MLD, SLD, PMLD Experience of EYFS curriculum
SKILLS AND ABILITIES	
Has the ability to:	
Effectively support the Headteacher and Governors in developing a strategic vision for the school	
Be committed to a school vision of excellence and which sets high standards for all and welcomes the support of others to achieve it	
Represent the school effectively, its needs and interests in a variety of settings, fostering collaborative partnerships through alliances and external developments	
Demonstrate a strong, collaborative and clear leadership and management style, focused on solutions	
Persevere with optimism in the face of difficulties and challenges, seeing possibilities and opportunities in challenging situations	
Manage staff effectively, provide effective leadership and encourage positive working relationships including playing a role in further developing effective teams	
Ability to delegate, support and hold staff to account	
Determine priorities, manage time effectively and meet tight deadlines	
Understand, analyse and interpret pupil/school performance data	Previous experience of leading on Assessment/Pupil Progress
Effectively lead, develop and sustain curriculum developments and other educational initiatives for pupils with special educational and complex needs leading to positive outcomes	Previous experience of designing and implementing innovative and well researched pupil-centred curricula
Have the ability to improve and sustain the quality of teaching and learning including leading and evaluating Continuing Professional Development	Previous experience of undertaking lesson observations and giving feedback

Develop appropriate links with parents and the wider community (including external agencies including health and social care professionals)	
Maintain records and manage information related to areas of responsibility so that the school is able to account for all aspects of performance to governors, LA and others	
Use ICT as a resource for teaching and learning and in administration	
EXPERIENCE	
Leading and managing change effectively	Experience of Coaching and Mentoring
Demonstrate consistently outstanding innovative classroom practice and lead by example	
Varied teaching across more than one key stage	
Formulation, modification and evaluation of an area of learning to meet the needs of pupils with SEN	
Being involved in the implementation of whole school initiatives including budget and resource management	
Contribute effectively to school self-evaluation and school improvement	
KNOWLEDGE AND UNDERSTANDING	
Knowledge of the whole curriculum for pupils aged 3-19 with MLD,SLD, ASD, Sensory Difficulties and/or PMLD	Knowledge of national, local and research initiatives relating to SEN
Knowledge of and commitment to inclusive practice and equal opportunities	
Demonstrate an understanding of and commitment to promoting the role played by parents/carers in raising standards and the importance of working with parents and other members of the wider school community	
SAFEGUARDING	
Secure knowledge and understanding of best practice and procedures for safeguarding children and young people	Experience as a Designated Lead for Safeguarding and Child Protection and/or Looked After Children
Display knowledge, understanding and commitment of the protection and safeguarding of children	