

RAVENSWOOD SCHOOL

Deputy Headteacher

Person Specification

The essential and desirable requirements for this position are listed below; applicants for this position should clearly explain how they meet all the requirements. The information you provide will be used by the Recruitment Panel to decide whether or not to include you on the short-list for interview and to determine your future training needs. Should you be appointed to the position, the information will be used to assess your performance as you grow into the role.

Factor	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • QTS recognised by the DfE • Evidence of Continuous Professional Development 	<ul style="list-style-type: none"> • Degree or Masters Degree in Education of children with SEND
Knowledge and Experience	<ul style="list-style-type: none"> • Knowledge and understanding of Keeping Children Safe in Education legislation and guidance • Considerable experience of teaching children with SEND • Experience at Middle Leader Level • Experience of holding teaching staff to account for their work. • Knowledge and understanding of the curriculum requirements for primary and secondary aged children • Knowledge and understanding of assessment requirements without levels for primary and secondary aged pupils • Knowledge and understanding of identifying and meeting the needs of children with ASD • Knowledge and understanding of what a centre of excellence needs to look, sound and feel like 	<ul style="list-style-type: none"> • Experience at Senior Leadership Level • Experience of holding teaching staff to account for their work through performance management/ appraisal systems • Knowledge and understanding of Ofsted evaluation schedule • Knowledge and understanding of meeting the needs of children with complex mental health needs • Knowledge and understanding of a range of accredited courses suitable for young people working below national expectations • Knowledge and understanding of meeting the needs of children with complex medical needs Knowledge and understanding of financial planning and monitoring requirements.
Skills and Abilities	<ul style="list-style-type: none"> • High quality teaching pupils with complex SEND • Ability to accurately evaluate the quality of teaching and assessment of others. • Able to analyse and evaluate the behaviour and communication skills of pupils with complex SEND 	<ul style="list-style-type: none"> • Ability to draft complex correspondence to persuade and influence others • Effective presentation skills to a wide range of audiences
Personal Qualities	<ul style="list-style-type: none"> • Empathy for children with SEND and their families • Respectful of colleagues and professionals in other agencies • Shows drive and commitment to lead the school to be a centre of excellence • Optimistic at all times, especially in the 	<ul style="list-style-type: none"> • Analytical and deductive thinker • Sees and explains connections between information from different sources • Recognises and acknowledges strengths in others and uses this to develop future leaders throughout the school

Factor	Essential	Desirable
	<p>face of adversity</p> <ul style="list-style-type: none"> • Resilient and able to overcome barriers • Shows integrity and is trusted by all stakeholders • Seeks to listen and consult with all stakeholders; building a collaborative approach to school improvement • Flexible and able to manage own work-life balance 	