

Highshore School Deputy Headteacher - Person Specification September 2021

Requirement	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Evidence of continuing and recent professional development relevant to the post 	<ul style="list-style-type: none"> • Team Teach qualified • Leadership training e.g. NPQH/ NPQSL
Knowledge & Understanding	<ul style="list-style-type: none"> • Understanding of Highshore's vision for our young people and a commitment to implementing this • Current theory and best practice in teaching and learning for pupils with a range of complex needs, as well as typical development in young children • Effective leadership and management in relation to raising pupils' achievement and school improvement • The importance of the culture and ethos of a school in securing consistent best practise and of strategies for improving these • How a 'Total Communication' system can meet a wide range of needs within a school • How opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils • The role of parents and the community in school improvement and how this can be promoted and developed • Commitment to the protection and safeguarding of children including an understanding of child protection issues and procedures • Understanding of Equality of Opportunity issues and how they can be addressed in schools 	

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Experience	<ul style="list-style-type: none"> • Recent, significant and successful experience as a teacher working with pupils with Complex Needs ideally in a Special School setting • A proven track record of raising attainment • Significant and successful experience of leading aspects of the curriculum at whole school level • Experience of contributing to school improvement, as a member of a leadership team • Experience of supporting/mentoring colleagues in order to secure school improvement • Successful experience of improving the quality of teaching and learning, through processes of monitoring and support • Experience of managing and using pupil attainment and tracking data bases • Experience of developing and leading staff development programmes for teachers and other staff • Experience of initiating and implementing strategies to improve parental involvement in their children's learning 	<ul style="list-style-type: none"> • Experience of delivering INSET to a whole staff group
Aptitude & skills	<ul style="list-style-type: none"> • Be an excellent teacher • Able to promote an ethos of 'continual improvement' within the school community and other schools • Demonstrate leadership qualities, including energy, emotional resilience and the ability to enthuse and motivate others • Able to articulate a clear vision for high quality education in an inner-city context • Have a good personal presence, good communication skills and a sense of humour 	<ul style="list-style-type: none"> • Able to take part in Restrictive Physical Interventions

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	<ul style="list-style-type: none"> • Able to communicate clearly both orally and in writing with a diverse range of audiences, including children, parents and carers, governors, staff and outside agencies • Relate well to children and be responsive to their needs • Able to develop and maintain effective relationships with all members of the school community and outside agencies • Approachable, accessible and flexible, including flexibility to extend working hours where required • Able to work effectively under pressure, to prioritise appropriately and to meet deadlines • Good analytical skills, able to synthesise complex information, summarise, draw appropriate conclusions and make decisions • Able to understand, interpret and present school performance and financial data • Able to effectively use ICT to communicate and understand and present data 	