



**Post title:** Deputy Headteacher  
**School:** St. Ann's  
**Pay range:** L18-L23 £80655-£89989  
**Line manager:** The headteacher and governing body  
**Supervisory responsibilities:** Multidisciplinary Staff Team

### Person Specification

AF= Application Form, I= Interview

<u>Qualifications</u>		
	Essential	Desirable
QTS	<b>AF</b>	
Eligibility to work in UK	<b>AF</b>	
Evidence of continuing professional development or further professional study	<b>AF</b>	
Leadership experience at Middle Leader level or above	<b>AF</b>	
Working in a special school	<b>AF</b>	
Experience in a special school for pupils with severe and profound disabilities including, PMLD, complex autism, severe learning difficulties		<b>AF</b>
Further Qualification in special education and/or Leadership		<b>AF</b>

<u>Knowledge</u>		
	Essential	Desirable
Knowledge of safeguarding the welfare of children and young people within the school	<b>AF/I</b>	
Understanding of the principles of effective learning for children with complex disabilities and the ability to promote a culture of student-centred learning throughout the school	<b>AF/I</b>	
Understanding the principles of learning through play and the role of the creative curriculum.	<b>AF/I</b>	
Understanding of the role of assessment in Learning	<b>AF/I</b>	
Understanding the factors that create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting social inclusion.	<b>AF/I</b>	
Understanding of early child development.	<b>AF/I</b>	

<b>Skills</b>		
	Essential	Desirable
Clear strategic thinker.	I	
Ability to provide clear direction and lead by example.	I	
Ability to formulate, monitor, evaluate and review plans and policies.	AF/I	
Ability to work in partnership with a multi-disciplinary team	AF/I	
Ability to lead and motivate all staff and support them in their work.	AF/I	
Ability to support the head in managing and enhancing the performance of all staff.	AF/I	
Ability to work closely with and support the Headteacher in achieving the school's aims.	I	
Ability to support effective communication between the Headteacher and others within the school's community.	I	
Ability to contribute to collecting, analysing, and using data on pupils' progress and performance to raise standards.		AF/I
Ability to implement a non-punitive positive behaviour approach	AF/I	
Effective ICT skills	AF	
Ability to write clearly and accurately and communicate effectively with an appropriate sense of audience.	AF/I	

<b>Experience</b>		
	Essential	Desirable
Successful experience in a leadership and management role	AF/I	
Successful teaching experience of students with special needs	AF/I	
Successful experience in monitoring, evaluating, and improving the quality of teaching and learning	AF/I	
Experience in leading and managing change effectively including resolving conflict	I	