



Mill Water School

Preparation for *their* best future

SENTIENT TRUST
inspire • empower • enable

PERSON SPECIFICATION

TITLE: Deputy Head

GRADE: Leadership Salary 12-16

Category	Requirements	Essential / Desirable	Method of Assessment A = application I = interview
Education / Training	Qualified Teacher Status.	E	A I
	Post Graduate Certificate in a SEND specialism.	D	A I
	Evidence of recent and relevant professional development in SEND and teaching and learning.	E	A I
	Experience of leadership training.	D	A I
Experience	Teaching and working with pupils with a wide range of complex needs across the age range.	E	A I
	Initiating, leading and implementing change within a school environment.	E	A I
	Experience of successfully leading, managing and motivating staff to secure better outcomes for students with SEND.	E	A I
	Leadership of whole school development in teaching and learning and/or curriculum design.	E	A I
	Evaluating school practice and planning for school improvement.	E	A I
	Policy development and implementation, leading to improvement in pupil outcomes.	D	A I
	Experience of evidence base and outcome driven budgeting and resource planning.	E	A I
Strategic Direction & Development	Ability to create and share a vision.	E	A I
	Commitment to continuous school improvement.	E	A I
	Ability to accurately monitor and evaluate impact of whole school initiatives and/or developments.	E	A I
	Develop the effective use of evidence and tracking progress.	E	A I
	Understanding of the characteristics of a highly effective special school curriculum.	E	A I
	Awareness of current developments in SEND legislation.	E	A I
	Commitment to inclusion, equality of opportunity and accessibility.	E	A I

Leading Teaching & Learning	Knowledge and skills to support the development of a dynamic personalised curriculum.	E	A I
	Experience of curriculum review and planning change.	E	A I
	Experience of implementing curriculum innovation and evaluating its impact.	E	A I
	Experience of using technologies within the classroom to impact learning.	E	A I
	Ability to model high-quality teaching to others and support others to improve.	E	A I
Leading & Managing Staff	Ability to develop and maintain positive relationships with all staff.	E	A I
	Can lead, inspire, support and challenge staff in equal measure.	E	A I
	High level of organisational ability and attention to detail.	E	A I
	Ability to remain calm whilst leading others in potentially highly pressurised situations.	E	A I
	Ability to prioritise workload and respond in the moment to meet tight deadlines.	E	A I
Accountability	Ability to maintain accurate records and manage information efficiently.	E	A I
	Present information clearly and concisely to a range of audiences.	E	A I
	Experience of producing and presenting reports to senior staff, governors and stakeholders.	E	A I
Personal Qualities	Aspirational for self and others.	E	A I
	Objective and analytical.	E	A I
	Professional attitude.	E	A I
	Solution-focused in response to issues.	E	A I
	Demonstrates integrity.	E	A I
	Resilient.	E	A I
	Works within the Ethical Leadership framework.	E	A I