



## **Downs View**

### **Person Specification – Deputy Head /Head of KS5**

*It is essential that candidates have the following:*

1. Qualified teacher status
2. Evidence of outstanding classroom practice in teaching pupils with SEN (SLD, PMLD, autism, complex needs) in a special school context
3. At least two years as a member of the SLT in a special school
4. To have worked in at least two schools

### **Knowledge, Skills and Attributes**

5. Evidence of planning and implementing successful strategic developments
6. Able to use all relevant performance indicators and data (numerical and otherwise) and thereby analyse progress and effectiveness, aid decision making, make recommendations for interventions or developments to improve progress, standards and attainment
7. Clear understanding of the Ofsted framework and what constitutes good and outstanding practice
8. Able to successfully lead and manage significant change, support colleagues, parents and pupils through that change whilst maintaining high standards
9. Able to solve problems creatively and effectively whilst remaining calm during critical incidents or issues
10. Have held a lead role in curriculum design and development, assessment and monitoring
11. Evident outstanding practice in working in partnership with pupils, families, professionals, stakeholders
12. Successful experience of providing support mechanisms for pupils and parents which have demonstrable impact
13. Able to lead and manage a large staff team sensitively but effectively including appraisal, performance management/target setting, including challenging and managing underperformance
14. Able to communicate effectively with a wide range of audiences in a variety of ways (for example reporting to governors, parents, local authority)
15. Excellent interpersonal and communication skills combined with a flexible management style which includes persuasion, negotiation and conflict resolution
16. Be self-motivated, having excellent organisational skills to be able to manage self, prioritise own time and achieve challenging deadlines consistently
17. Experience of accreditation systems for students with SEND
18. Experience providing successful appropriate training and advice to other professionals and settings (mainstream outreach, university or teaching school development activity, lecturing)
19. Excellent ICT skills particularly in relation to efficient working and assessment of data



20. Demonstrate the commitment, work rate, resilience and reliability to be the key leader for a large site whilst carrying out day to day responsibilities efficiently
21. Demonstrate excellent understanding of and outstanding practice in appropriate child/adult protection and safeguarding processes and legislation
22. Committed to equal opportunities, policy and practice for all staff, pupils and their families