

**Edith Kerrison Nursery School and Children’s centre**

**Person Specification - Deputy Head Teacher with SENDCo responsibility**

We will base the selection process on these criteria. At each stage of the process, we will assess the merits of each application to determine how far the criteria have been met.

Beside each criterion we list the assessment method we will use.

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|  | **Requirement** | **Method of assessment** |
| **1** | **Qualifications and training** | **Application Form** |
|  | 1. DfE qualified teacher status.
2. NPQH and/or further post graduate study
3. NASEN (desirable)
4. A record of other training relevant to leadership
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| **2** | **Successful Experience** | **Application form** |
|  | 1. Evidence of successful, outstanding teaching experience across the EYFS
2. At least two years relevant, varied experience at a senior level in a similar school
3. Of developing a strategic view for the future needs and development of the school
4. Of being innovative and finding creative solutions to communicate a vision to inspire and motivate all stakeholders
5. Of securing and sustaining effective teaching and learning, including for pupils with SEND, and its monitoring and evaluation throughout the school.
6. Evidence of driving up standards of teaching and learning to ensure excellent outcomes for all pupils,
7. Raising the academic and personal achievement of all pupils
8. Of efficient and effective deployment of staff and financial resources to serve improvement.
9. Experience of adhering to financial procedures and of managing a significant school budget with probity
10. Of working in partnership with a range of stakeholders and other agencies for example Local Authority, local schools to improve the academic and social outcomes for all pupils
11. Experience of co-ordinating SEND provision within the EYFS
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| **3** | **Key skills and attributes** | **Application form, interview, and other assessment activities** |
|  | 1. To use appropriate leadership styles in different situations, to initiate, inspire, lead and manage people to work effectively towards common goals
2. To demonstrate an ability to use, analyse, interpret data, and as a result make decisions, set challenging targets and drive further improvements.
3. Excellent interpersonal skills to communicate clearly and effectively using a range of methods, as appropriate, to a variety of audiences
4. An ability to identify and promote excellence; hold people to account and challenge poor performance across the school
5. Evidence of successfully developing teams of professionals, delegating effectively and managing change
6. To draw upon attributes demonstrated by all successful leaders such as resilience; being adaptable, approachable and visible; displaying self-confidence, enthusiasm and commitment.
7. To engage the school community in a rigorous self and external evaluation of the work of the school.
8. To demonstrate a commitment to continuing CPD for oneself and the school community
9. An ability to develop and sustain effective multi-agency partnerships to support the pupils/families in school and the wider Newham community (SEND Hub)
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| **4** | **Knowledge and understanding of**  | **Application form, interview, and other assessment activities** |
|  | 1. Current educational developments, curriculum issues and legislative changes, their implication and how it impacts on school life.
2. The contribution that evidence from inspection and research can make to professional and school development.
3. Extensive knowledge of safeguarding procedures and an ability to maintain and develop a culture of vigilance’ to safeguard the welfare of pupils.
4. The nature and needs of pupils and communities in inner city and multi-racial areas such as Newham.
5. The implementation of Newham’s policy of inclusive education and of equal opportunities practice throughout the school.
6. Effective procedures to ensure good behaviour and discipline in the school with the co-operation of all staff.
7. Strategies for promoting pupil’s spiritual, moral, social, and cultural development and to foster respect for the diversity of the school’s community
8. The principles and methods of assessment and effective record keeping and their use to promote the educational, personal development and progression of the pupils.
9. The use of strategies for raising pupil achievement and the value of target setting.
10. Demonstrate the creative use of ICT across the curriculum and as a communication and management tool
11. Effective quality assurance approaches, including staff appraisal and development to secure accountability and improve performance.
12. Health and safety, premises and personnel procedures related to the management of a school.
13. The role of Governors in the leadership of the school to develop and maintain the school’s vision.
14. The promotion of community education and parental and community involvement in order to raise levels of achievement.
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*Newham Council is an Equal Opportunity Employer and recognises that some candidates may have been forced into an untypical or unconventional career path because of unavoidable personal circumstances or the prejudice they have met in life. Should this apply to you, we hope you will not be deterred from making an application, which will be considered on your overall fulfilment of the requirements of this person specification.*

**The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**