

Deputy Headteacher

Post title:	Deputy Headteacher
School:	Woodlands Academy
Pay range:	£68,361 -£ 76,154 (L6– L11 Inner London pay scale)
Line manager:	The Headteacher and Governing Body
Supervisory responsibilities:	Classroom Support Staff, Early Career Teachers, Trainee Teachers

Person Specification	Application or Interview
<p><u>Qualifications and Experience</u></p> <ol style="list-style-type: none"> 1. Qualified teacher status or recognised equivalent 2. Recognised SENDCo qualification or determination to achieve one 	<p>A A</p>
<p><u>Experience</u></p> <ol style="list-style-type: none"> 1. Recent experience of working successfully as a senior or middle leader in a school. 2. Evidence of a whole school responsibility and experience of turning policy into effective and successful practice. 3. Leadership of a significant area or phase including responsibility for raising standards across the whole school. 4. Experience of dealing with safeguarding incidents. 5. Experience of taking responsibility for your own professional development. 6. Experience of working with children with SEND and their families to secure positive outcomes 	<p>A A/I A/I I A/I A/I</p>
<p><u>Professional Knowledge</u></p> <ol style="list-style-type: none"> 1. A clear understanding of the essential qualities necessary for effective teaching and learning. 2. Up to date knowledge of statutory regulations and guidance relating to the post including SEND Code of Practice. 	<p>A/I A/I</p>
<p><u>Professional Skills</u></p> <p>Can demonstrate the ability to:</p> <ol style="list-style-type: none"> 1. Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement. 2. Review whole school systems to ensure the robust evaluation of school performance and actions to secure improvements. 3. Be an effective team player that works collaboratively and effectively with others. 4. Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate). 5. Communicate effectively to a wide range of different audiences (verbal, written, using digital technology as appropriate). 6. Model and utilise high quality teaching strategies. 7. Support, motivate and inspire both colleagues and pupils by leading through example. 	<p>A/I A A/I A/I A/I A/I</p>

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8. Deal successfully with situations that may include tackling difficult situations and conflict resolution.	A/I
9. Have excellent relationships with the school community which includes pupils, families, staff, governors and external agencies.	A/I
10. Develop an inclusive culture that enables all pupils, including those with SEND or other vulnerabilities to thrive	A/I
<u>Commitment</u> Demonstrate a commitment to: a. equalities b. promoting the school's vision and ethos c. high quality, stimulating learning environments d. relating positively to and showing respect for all members of the school and wider community e. ongoing relevant professional self-development f. safeguarding and child protection	A/I A/I A/I A/I A/I A/I