



Woodside Academy

Deputy Head Teacher

Person Specification

	Essential / Desirable	Application / Presentation / Task / Interview
1. QTS and significant, successful experience of teaching	E	A
2. An excellent teacher with a thorough understanding of how pupils with complex needs learn, and of classroom organisation and management.	E	A/I
3. Substantial, successful leadership and management experience including at senior level.	E	A/P/I
4. Experience of leading change involving a significant whole-school improvement priority which has successfully raised standards.	D	A/I
5. A good understanding of the school improvement cycle and self-evaluation, and how you develop an effective school culture or climate for improvement.	E	A/I
6. A very good understanding of national developments, especially the practical implications of curriculum innovation, extension and enrichment, and the role of extended services in raising achievement.	E	A/I
7. A very good understanding of assessment for learning and progress tracking, and how this should be used to effectively identify needs and target resources or initiatives to maximise pupil progress.	E	A/P
8. Excellent knowledge and understanding of the SEND process and educational implications in terms of learning progress and outcomes for children with additional needs.	E	A/I
9. Experience and understanding of the positive behavioural support approach including the ability to maintain appropriate relationships and personal boundaries,	E	A/I

alongside the ability to promote a positive ethos and high standards of discipline and behaviour throughout the school.		
10. A strong commitment to inclusion and a very good understanding of effective practical strategies to ensure equality of curriculum access, to overcome barriers to achievement, and ensure the safeguarding of children and young people.	E	i
11. An ability to communicate effectively both verbally and in writing to a wide range of audiences including parents, staff, governors and external agencies.	E	A/I
12. The ability to inspire, motivate, influence and support pupils, parents and staff.	E	I
13. A strong commitment to excellence, high personal professional standards and the ability to model and assist others develop 'best practice'.	E	A/I
14. Efficient and well-organised with the ability to work hard under pressure and manage your own workload and time to meet deadlines.	E	A
15. Confident in the use of ICT to support the curriculum, teaching and school management.	E	A
16. Appropriate motivation to work with children and young people.	E	A/I