**Deputy Headship Post for Hadrian School**

**Person Specification**

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| **ESSENTIAL** | **DESIRABLE** |
| Senior NPQSL or NPQH or working towards | Links to SEND networks in the UK |
| Strategic leadership experience | Governance experience |
| SENCO experience | SENCO Qualification |
| Knowledge of Statutory procedures for ADMITS/TRANSFERS | Experience working with the LA with transitions in & out of school, links with SCP & the pre-school services |
| Current teaching & learning pedagogy | Current experience of DH/Senior Leadership role |
| Knowledge of self-evaluation, monitoring & moderation | Assessment co-ordinator experience or skills |
| Knowledge of the inspection process | Successful experience of supporting schools through inspection |
| Commitment to out of hours support – community and staff | Lead the Friends of Hadrian |
| Full-time role | Expertise in additional needs, PMLD/ASD |
| Mentoring skills | Mentoring/coaching qualification |
| Interpersonal/staff management skills | Training skills, experience of leading CPD |
| Leading teams/Appraisal skills | Experience of an effective digital Appraisal system |
| Report writing skills | Grant application skills |
| A sound knowledge of Hadrian School, our values and ethos | An understanding of HEADS and our training portfolio |
| Confidence to deputise for the Head Teacher | Experience of acting Deputy/Headship |
| Curriculum innovation | Curriculum specialism |
| Vision for the future of this school | Partnership experience with Health colleagues |
| Ability to liaise and work in partnership with multi-professional colleagues | Experience of multi-professional partnerships |
| Ability to lead whole school assemblies and school events | Creative arts skills |
| Ability to foster & nurture our parents and the wider school community links | Parental support experience |
| Skilled behaviour support approaches | Counselling skills/Theory of Mind training e.g. THRIVE |
| Designated DSO/LAC responsibility | Knowledge of related legislation including PP Plus, Specific Safeguarding skills and coordinating Child Protection and CIN Plans |
| Oversee Lunchtime Supervisors/Recruitment of MSAs | Current experience of this role, e.g. lunch clubs |
| Excellent attendance and time keeping | Good health |
| Ability to lead by example | Relentless drive and ambition |
| Confident to challenge and provide support to colleagues | Ability to maintain professional relationships |
| School planning skills, class groupings/staffing/ timetabling skills | Ability to share planning using on-line platforms |
| Ability to manage and prioritise workload, problem solve and trouble shoot | Experience of nurturing this with other colleagues |
| Portfolio of impact in teaching career so far | Experience of achieving kite marks |
| Excellent IT skills | Confident with social media platforms |
| Mentoring new staff | Experience of mentoring NQT / RQTs/ TLAs |
| Ability to network and make essential links for the future benefit of the school | Flexible with out of hours support |
| Sense of humour and emotional resilience | Thick skin |