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| North Ridge High SchoolPERSON SPECIFICATION- DEPUTY HEADTEACHER

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| Minimum essential requirementsSKILLS AND KNOWLEDGE | Method of assessment |  Yes / No |
| 1. The ability to assess the educational needs of pupils with severe learning difficulties.
 | Application form and interview |  |
| 1. The ability to plan individual learning targets, group work and class work that will be carried out personally and by other staff.
 | Application form and interview |  |
| 1. The ability to communicate effectively with colleagues, parents, pupils and professionals.
 | Application form and interview |  |
| 1. The ability to organise a classroom to ensure a stimulating and appropriate learning environment which uses the resources within the school, supporting colleagues across school with this where necessary.
 | Application form and interview |  |
| 1. The ability to lead a team and lead on major areas of School development.
 | Interview |  |
| 1. To have experience in managing a range of professionals to maintain high standards within the school
 | Application form and interview |  |
| 1. To have experience and confidence in supporting colleagues in a range of areas and/or having difficult conversations if necessary
 | Interview |  |
| 1. The ability to analyse data and target set
 | Application form and interview |  |
| 8. To have commitment to inclusion for pupils with severe learning difficulties | Application form and interview |  |
| 9. To have knowledge of recent developments in education and understand what a 14 – 19 curriculum should be – including appropriate accreditation. | Application form and interview |  |
| 10. To use ICT to support teaching and learning and record keeping | Application form and interview |  |
| 11.The ability to support and advise other colleagues on the strategies to use when teaching pupils in North Ridge High | Application form and interview |  |
| 12.To have a good understanding of systems of school self- evaluation | Application form and interview |  |
| EXPERIENCE/ QUALIFICATIONS/ TRAINING |  |  |
| 13. To have a teacher’s qualification recognised by the DFE | Application formInterview |  |
| 14. To have experience of appropriate assessment of learning difficulties | Interview |  |
| 15. To be willing to work towards NPQH | interview |  |
| 16. To have at least 2 years’ experience as a leader in a school leading or managing an area of school development | Application form |  |
| 17. To be able to use positive handling and de-escalation when required. | Interview |  |
| 18. To be willing to work with pupils between the ages of 11- 19 years. | Interview  |  |
| 19. To have experience of working with pupils who have severe and complex learning needs. This will include experience of teaching pupils with complex behaviour. | Application form and interview |  |
| 19. To be willing to attend relevant courses and lead in the school PDP. | Interview |  |

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