

PERSON SPECIFICATION

The Deputy Headteacher will play a critical role in supporting the Headteacher in the strategic and operational leadership of the school, ensuring high standards of education, care, and well-being for pupils with Social, Emotional, and Mental Health (SEMH) needs. The ideal candidate will demonstrate the following essential and desirable qualities:

QUALIFICATIONS AND EXPERIENCE

Essential:

- Qualified Teacher Status (QTS) or equivalent.
- Significant experience in a leadership role within a special educational needs and disabilities (SEND) or SEMH setting.
- Proven track record of improving teaching and learning outcomes.
- Experience in implementing and monitoring individual education plans (IEPs) and managing interventions for pupils with SEMH needs.
- Knowledge and application of safeguarding procedures and statutory responsibilities.

Desirable:

- NPQH (National Professional Qualification for Headship) or relevant leadership qualification.
- Experience working within an independent school setting.
- Familiarity with Ofsted inspection frameworks for independent schools.

Knowledge and Skills

Essential:

- Comprehensive understanding of SEMH needs and strategies to support pupils' personal and academic development.
- Strong leadership, organizational, and communication skills.
- Ability to inspire and motivate staff, pupils, and parents/carers.
- Knowledge of the National Curriculum and its adaptation for SEMH pupils.
- Proficiency in analysing school performance data to drive improvement.

Desirable:

- Understanding of therapeutic approaches and trauma-informed practices.
- Familiarity with budgeting and resource management.

Working in partnership with...



Personal Attributes

Essential:

- Empathy, patience, and resilience when working with pupils with complex needs.
- A collaborative and flexible approach to leadership.
- High levels of emotional intelligence and interpersonal skills.
- Strong commitment to promoting equality, diversity, and inclusion.
- Ability to remain calm under pressure and make informed decisions.

Desirable:

- A passion for innovation in SEND/SEMH education.
 - Commitment to professional development and a reflective practice mindset.
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