

Sandwell Home and Hospital Tuition Service

Deputy Head Teacher - Person Specification

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed below.

ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Qualified teacher status. Honours degree or equivalent.	
EXPERIENCE	Current successful experience at senior leader level in a mainstream school, special school or PRU. Record of outstanding classroom practice. Experience of effective line management of colleagues and teams. Relevant experience of flexible arrangements for curriculum delivery. Experience of school self-evaluation and strategic development planning. Relevant experience and direct involvement in motivating children and young people with difficulties attending school.	Experience of both curricular and pastoral responsibilities.
TRAINING AND PROFESSIONAL DEVELOPMENT	Evidence of keeping up to date with educational thinking and developments. A balanced programme of relevant INSET in the last three years.	Experience of leading successful professional development activity. Evidence of participation in accredited professional development or further study.
PERSONAL QUALITIES	Enthusiastic, perceptive and fair. Ability to both support and challenge students and staff. A personal commitment to high quality and excellence that will match and extend the Centre's proven record. Resilient.	
LEADERSHIP AND MANAGEMENT SKILLS	Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom. Evidence of involvement in managing change. Ability to identify potential barriers to access and jointly engage in strategies to overcome these barriers. Ability to foster and maintain good relationships with the service's stakeholders and the community. Ability to work independently and as a team leader and team member.	Evidence of innovative and effective curriculum development.

	Respect for the professional expertise of others. Consultation and analytical skills. The ability to prioritise, plan and react.	
COMMUNICATION SKILLS	Good communicator to a range of audiences. The ability to chair and contribute to the success of meetings.	Good networking skills.