

Durants school

Key A - Application Form I - Interview T - Task
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PERSON SPECIFICATION DEPUTY HEADTEACHER
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	Essential	Desirable	Evidence
<u>Training and Qualifications</u>			
Qualified Teacher Status	✓		A
Post graduate qualification in autism or other relevant specialism		✓	A
Training in autism specific approaches including TEACCH, Attention Autism	✓		A
Training in communication strategies including PECS		✓	A
<u>Experience</u>			
Experience of teaching in more than 2 schools	✓		A
Successful teaching of pupils with autism for minimum of 3 years	✓		A
Experience of Senior Leadership in school	✓		A
Leading at least two areas of the curriculum including a core area	✓		A
Experience of leading an effective team	✓		A
Experience of multi-disciplinary working	✓		A
Delivering training to colleagues and parents/ carers	✓		A
Developing partnerships with parents / carers and the wider community	✓		A
Experience of initiating and managing change in a school setting	✓		A/I
Experience of managing safeguarding		✓	A/I

PERSON SPECIFICATION
DEPUTY HEADTEACHER

<u>Knowledge and Understanding of</u>	Essential	Desirable	Evidence
Autism and factors that influence pupil progress and achievement	✓		A/I
Raising standards of achievement	✓		A/I
Assessment practice for use with pupils with autism	✓		A/I
Performance management of staff	✓		A/I
The principles and practice required to develop a broad, balanced, relevant and rich curriculum for pupils with autism	✓		A/I
Good inclusive practice	✓		A/I
Current legislation and national initiatives in the field of autism and SEN education	✓		A/I
Safeguarding procedures	✓		I
<u>Personal Skills</u>			
To be self motivated, organised and manage own time well, often under pressure	✓		I/T
Excellent oral and written skills	✓		A/I/T
Good active listening skills	✓		I/T
High level of interpersonal skills	✓		I/T
High level of analytical skills and problem solving	✓		I/T
Ability to identify good practice and give constructive feedback	✓		I/T
Ability to manage stress	✓		I/T
Ability to work under pressure and often to tight dead lines	✓		T
A high level of competency in ICT skills		✓	A/T
Ability to be able to engage in physical activity with pupils	✓		