

Deputy Head Teacher – Hazel Oak School – January 2025 start

Person Specification



Hazel Oak School



Solihull
METROPOLITAN
BOROUGH COUNCIL

This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Appointment to this post is subject to an enhanced DBS and background check.

Attribute	Essential	Desirable	Method of Assessment
Education & Qualifications	QTS Willingness to undertake further leadership CPD	Further leadership qualification i.e. NPQSL, NPQH, or other NPQs, NASENCO, MEd	<ul style="list-style-type: none"> • Application
Leadership	<p>Extensive leadership experience at senior level, AHT or DHT, or executive leader.</p> <p>Leadership and management skills to improve the school's outcomes</p> <p>Outstanding classroom practitioner who can lead by example, supporting current evidence-based research.</p> <p>Ability to motivate pupils and staff with a growth mindset and high expectations.</p> <p>Ability to implement and manage positive change sustainably, inspiring and motivating all.</p> <p>Working collaboratively with wider professionals and settings.</p> <p>Experience of managing teams effectively to achieve a shared vision.</p> <p>Ability to manage and deliver impact for school improvement.</p>	Current or recent DHT experience	<ul style="list-style-type: none"> • Application • References • Interview • Observation

Experience	<p>Experience of supporting pupils with social, emotional and mental health challenges through a trauma informed approach.</p> <p>Experience employing evidence based strategies to support behaviour and wellbeing.</p>	<p>Experience of leading within an SEN provision</p> <p>Experience of leading from Early Years to Post 16</p> <p>Experience of working in a range of SEN school settings</p> <p>Experience in delivering training</p>	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge	<p>Detailed knowledge of current and contextual safeguarding legislation and practices.</p> <p>Thorough understanding of SEND code of practice, including practical application of EHCPs.</p> <p>Knowledge of assessment processes and data analysis as a key performance indicator for school self-evaluation.</p> <p>Understand how theory of learning and the National Curriculum can be applied to meet the needs of all learners.</p>	<p>Understanding the role and responsibilities of the DSL and how safeguarding knowledge and practices are disseminated to others.</p> <p>Knowledge of legal requirements for assessing pupils with SEND, e.g. pre key stage standards, engagement model.</p>	
Practical Skills	<p>Excellent organisational skills</p> <p>Excellent time management skills</p> <p>Ability to distribute leadership and delegate effectively, whilst addressing accountability.</p> <p>Excellent abilities to work collaboratively with other school leaders in other settings and contexts.</p> <p>Ability to use a range of communication systems with pupils and families of different abilities.</p> <p>Ability to support staff whilst focused on high expectations of accountability.</p>	<p>Ability to make use of hard and soft data to inform planning and development work.</p> <p>Ability to support staff through recognised coaching strategies and models.</p>	<ul style="list-style-type: none"> • Application • Interview • References

<p>Communication</p>	<p>Ability to liaise effectively with parents, staff, Governors and the local community</p> <p>Excellent written, verbal, presentation and listening skills.</p> <p>Ability to communicate effectively under pressure, modelling resilience and a solution focused approach.</p> <p>Ability to build and maintain positive relationships with all stakeholders.</p>	<p>Experienced in managing challenging conversations with staff and parents</p>	<ul style="list-style-type: none"> • Application • References • Interview
<p>Equity, diversity, inclusion and belonging.</p>	<p>Fully embrace diversity and equity, promoting full inclusion, celebration and representation of all stakeholders.</p> <p>Knowledge of protected characteristics and how intersectionality can impact on individuals.</p> <p>Commitment to upholding the mission, vision and values of the school.</p>		<ul style="list-style-type: none"> • Application • Interview • References