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**PERSON SPECIFICATION**

**Deputy Head Teacher**

**Required for September 2016**

**Qualifications / Experience**

* Qualified Teacher Status
* Minimum 2 years leadership and management experience in a Secondary School setting (mainstream or special school)
* Minimum 5 years teaching experience
  + Maths would be desirable

**Specialist Knowledge**

* Awareness of all relevant government initiatives
* Knowledge and experience of current good practice and development in SEN
  + Knowledge of Attachment Theory and Developmental Trauma would be a distinct advantage
  + Knowledge of a range of difficulties and disorders including ADHD, ASD, Dyslexia, Speech & Language and Sensory Processing difficulties would be desirable
* Awareness of practices and procedures relating to the welfare and safety of children
* Experience of development of the role of curricular leaders
* Experience of target setting, individual intervention plans, budget management, Self-Evaluation Summary and Learning Improvement plan development
* A proven record of highly successful inclusive classroom practice and of innovative curriculum development.

**Skills/Disposition**

* Outstanding leadership and management skills
* Experience in monitoring evaluating and reviewing the quality of teaching and learning
* Excellent organisational and communication skills
* Outstanding teacher
* Ability to build and lead a team
* Proficient in ICT skills
* High expectations of all children and a strong commitment to education for all
* An understanding of the links between therapy and education
* Demonstrates PACE\* characteristics: Playful, Accepting, Curious and Empathic

\*Dan Hughes PACE Method www.ddpnetwork.org

We are very proud of our members of staff all of whom work to a very high standard. Anyone considered for a role at Beech Lodge School must embrace our aims & ethos and due to the nature of our children be prepared to form positive relationships with them, have a good sense of humour and be:

* Emotionally resilient
* Patient
* Compassionate
* Energetic
* Adaptable
* Practical
* Robust
* Encouraging
* Motivating
* Enthusiastic
* Reflective
* Playful
* Accepting
* Curious
* Empathic
* ……..and prepared to get muddy!

*Beech Lodge School is an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. A DBS check at an enhanced level is required for the successful applicant.*