



Edgware, London Borough of Barnet

Person Specification

Deputy Headteacher

This is a senior leadership post combining the role of Deputy Headteacher with the designated roles of SENCO, Designated Safeguarding Lead, Designated Teacher for Looked-After Children and Examinations Officer. Candidates will be assessed against the criteria below, with evidence drawn from the application form, interview, references and selection tasks. All criteria marked Essential must be met.

Selection criteria

Criteria	Essential	Desirable
Qualifications	• Qualified Teacher Status (QTS). • A degree or equivalent qualification. • Evidence of recent and relevant professional development.	• National Award for SEN Coordination (NASENCO) / NPQ for SENCOs, or willingness to obtain it. • Designated Safeguarding Lead training (or willingness to complete it promptly). • NPQ in Senior Leadership / NPQH, or working towards it.
Experience	• Successful experience as a senior leader in a school or education setting. • Proven impact on outcomes for vulnerable or hard-to-reach learners. • Experience of safeguarding and child protection responsibilities. • Experience of supporting pupils with special educational needs.	• Experience as a SENCO, DSL, Designated Teacher for looked-after children, or Examinations Officer. • Experience in a PRU, special school, alternative provision or mental health /

Criteria	Essential	Desirable
Knowledge and understanding		hospital education setting. • Experience of managing EHCPs, PEPs and statutory SEN processes. • Experience of multi-agency working with health and social care.
	• Strong understanding of effective teaching, learning, assessment and curriculum. • Thorough knowledge of statutory safeguarding duties and Keeping Children Safe in Education. • Sound knowledge of the SEND Code of Practice and the graduated approach. • Understanding of the duties owed to looked-after and previously looked-after children. • Understanding of the needs of young people with social, emotional and mental health (SEMH) needs.	• Knowledge of JCQ examination regulations and access arrangements. • Understanding of CAMHS and the interface between education and mental health care. • Knowledge of trauma-informed and therapeutic approaches.
Skills and abilities	• Ability to lead, support and develop colleagues effectively. • Excellent communication and interpersonal skills. • Strong organisational and administrative skills, able to manage statutory processes and competing priorities accurately. • Ability to use data and evaluation to improve provision. • Calm, resilient and sound judgement in sensitive and complex situations, including safeguarding.	• Skilled in building effective partnerships across education, health and social care.
Personal qualities	• Unwavering commitment to safeguarding and pupil welfare. • High expectations and belief in the potential of every young person. • Integrity, empathy, emotional intelligence and resilience. • Commitment to equality, diversity and inclusion.	-

Criteria	Essential	Desirable
	• Commitment to continued professional learning.	

Safeguarding: As Designated Safeguarding Lead, the postholder carries lead responsibility for safeguarding. Northgate School is committed to safeguarding and promoting the welfare of children and young people, and the successful candidate will be subject to an enhanced DBS check and satisfactory pre-employment safeguarding checks.