



# The Island Learning Centre

## Person Specification

**JOB TITLE:** Deputy Headteacher (DHT) Alternative Provision

**Directorate:** Children's Services

**Department:** Island Learning Centre

**Grade** Leadership Range L12 – L16

**PREPARED BY:** Andrew Hatherley

**DATE:** Nov 2024

<b>E = ESSENTIAL</b>	<b>SOURCE OF EVIDENCE</b>	<b>APPLICATION A</b>
<b>D = DESIRABLE</b>		<b>INTERVIEW I</b>
	<b>1. EXPERIENCE, direct work experience, other relevant experience.</b>	
<b>D</b>	Proven and extensive experience in a Senior Leadership role.	<b>A/I</b>
<b>E</b>	Experience of leading a successful department at KS3 and KS4.	<b>A/I</b>
<b>E</b>	Experience of successful teaching across the ability range	<b>A/I</b>
<b>E</b>	Experience of teaching 11–16-year-olds	<b>A/I</b>
	<b>2. KNOWLEDGE, without which the job cannot be done effectively.</b>	
<b>E</b>	Knowledge of safeguarding practices and procedures	<b>A/I</b>
<b>E</b>	Knowledge of how to make learning/lessons engaging for students of differing abilities and needs.	<b>A/I</b>
<b>E</b>	Ability to generate new ideas about the delivery and students' engagement and enjoyment of the subject	<b>A/I</b>
<b>E</b>	Use of ICT to meet the needs of students to improve outcome and raise standards.	<b>A/I</b>
<b>E</b>	Accurate use of data to inform decision making	<b>A/I</b>
<b>E</b>	Detailed working knowledge of National Curriculum changes to attainment levels and grades	
<b>E</b>	Subject knowledge commensurate with that required for the effective delivery of exam board specifications	<b>A</b>
	<b>3. SKILLS &amp; ABILITIES, Essential/Capable of doing, Desirable/Able to train.</b>	
<b>E</b>	Excellent interpersonal skills and effective communicator with students and parents.	<b>A/I</b>
<b>E</b>	Well organised, efficient, committed and able to follow clear direction.	<b>A/I</b>



ISLAND LEARNING CENTRE

E	Ability to manage conflict and achieve positive outcomes.	A/I
E	Excellent numeracy / literacy and IT skills	A/I
E	Able to use data effectively to assess prior attainment, track progress and set student targets.	A/I
D	Able to use SIMS system	A/I
E	Ability to translate theory into classroom practice.	A/I
E	Ability to make positive relationships with disaffected learners	A/I
E	Ability to understand and deal with issues affecting students with challenging behaviours.	A/I
	<b>4. QUALIFICATIONS, TRAINING &amp; EDUCATION, also identify training to be given.</b>	
E	Qualified Teacher	A
D	Honors degree or higher student/qualification	A
E	GCSE grade C or above in English and Maths or equivalent	A
D	Safeguarding training	A/I
	<b>5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition.</b>	
E	Ability to relate well with children and adults and willingness to be part of the 'whole' Centre	A/I
E	Ability to be discreet and professional at all times, ensure confidentiality is upheld.	A/I
E	A strong, demonstrable commitment to the academic, personal social and emotional development of students.	A/I
E	Commitment to young people and ensuring the school facilitates opportunities to further knowledge.	A/I
E	Ability to be flexible and positive, dedicated and trustworthy	I
E	Have a sense of humour, and an enthusiastic and optimistic approach	A/I
E	Commitment to equal opportunities and inclusion.	A/I
	<b>6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc.</b>	
D	Minibus driver	A/I
	<b>CONTRA INDICATIONS, if any</b>	A/I

