



Person Specification

JOB TITLE: Deputy Headteacher (DHT) Medical Provision

Directorate: Children's Services

Department: Island Learning Centre

Grade Leadership Range L12 – L16

PREPARED BY: Andrew Hatherley

DATE: May 2025

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