

MIDDLESBROUGH BOROUGH COUNCIL
PERSON SPECIFICATION



Post Title: Deputy Head Teacher

Department and Service: Children, Families

and

Learning - Holmwood Primary

Grade and Salary Scale: Leadership Spine L12 – L16

	ESSENTIAL	DESIRABLE
A) Qualifications	Qualified Teacher Status Evidence of involvement in INSET as a participant and as a provider	Degree level qualification NCSL training
B) Experience	Special Educational Needs work within Key Stage 1 or 2 Strategic responsibilities in school leadership and management; Working effectively with governors; Leading an area of the curriculum development; The process of school development and improvement planning; Participating in a team approach to management.	Working throughout the primary age range; Working with families from a variety of social backgrounds; Leading a core curriculum area Involvement in the evaluation and prioritisation in the School Improvement Plan; SENCO experience Good Behaviour Management skills Use of data to analyse performance and identify priorities
C) Knowledge and Understanding	The role of the leadership group within the school; The Ofsted Inspection Framework and the process of self-evaluation; Monitoring and assessment within a primary school; Current curriculum management and the school's role in providing for all pupils; The principles of community education and parental involvement; Whole school issues and their implications for financial management. Understand the expectations in the current Teachers Standards.	

D) Skills/ Abilities	Use ICT to promote effective learning. Be an 'outstanding' classroom teacher (observation) Demonstrate excellent communication and interpersonal skills including building effective relationships with all stakeholders. Demonstrate strong leadership; Use vision, initiative and leadership in making change, to enhance and raise standards; Support the work of colleagues and promote staff development, with an understanding of its relevance to performance management; Involve staff, parents and governors in the process of establishing a clear and shared set of aims, objectives and values for the school; Listen and respond to adults and children, using good interpersonal skills; Take a positive attitude to behaviour management.	Take responsibility for management across a key stage. Make effective links with the community
E) Personal Characteristics	Caring Enthusiastic Calm Adaptable Approachable Sense of humour	

All applicants who identify themselves on the relevant section of the application form as having a disability under the Disability Discrimination Act 1995 and who meet the essential criteria for the post will be guaranteed an interview, should they request one by ticking the relevant box on the application form.