**~ Deputy Headteacher ~**

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Professional qualifications and experience** | * Qualified Teacher Status (A) * Successful teaching experience across the primary age range (A) * Experience of leading across at least 2 key stages (FS/KS1/KS2) (B) * Evidence of recent professional development relevant to the post (A) * Evidence of training in whole school leadership and management (B) * Significant and successful subject/area leadership resulting in school improvement (B) * Evidence of outstanding teaching ability (B) | * Middle Leaders qualification (A) * NPQH qualification (A) * NPQLM qualification (A) * Forest School Leaders qualification (A) * SENDCo qualification (A) * Experience of teaching in more than one school/setting (A) * Effective delivery on updating on school improvement to the governing body (A) * Experience of delivering and leading staff CPD (A) |
| **Skills and Knowledge** | * Knowledge of the EYFS and primary curriculum (B) * An excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress (B) * A track record of implementing successful strategies to raise achievement (A) * Good ICT skills (B) * An understanding of the role of parents and community in school improvement and how this can be promoted (A) * A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level (B) * Experience of interpreting and using assessment data to raise Achievement (A) * Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing (B) | * Maintaining up-to-date knowledge and understanding of current educational issues (B) * A knowledge and understanding of the legal requirements in respect of Special Educational Needs and Disability (A) * An understanding of the financial procedures and practices in school (A) |
| Leadership and Management | * Experience of delegating, supporting and monitoring the work of others (B) * Experience of managing substantial change across English, Maths or whole school (B) * Successful experience of observing and evaluating teaching, providing effective feedback and implementing support (B) * Ability to work effectively in partnership with the Headteacher (I) * Experience of leading the professional development of staff within the context of school improvement (B) * Success at promoting inclusive practice across a school that leads to high expectations for all learners * Experience of acting as an outstanding model of teaching for others (A) * Successful experience of being able to prioritise and manage time effectively, analyse situations and implement realistic solutions (A) | Inspire and motivate pupils. parents and staff to achieve the aims of the school (B)  Evidence of effective working with parents and improving parental engagement (B)  Coaching experience to develop effective improvement (B) |
| Personal attributes | * A team player with the ability to motivate and inspire staff and be an excellent role model (B) * Ability to lead and motivate others (B) * Ability to work collaboratively (B) * Excellent interpersonal skills (I) * Ability to communicate clearly and work effectively with all stakeholders (B) * Ability to work on own initiative, make decisions and solve problems (I) * Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines (B) * Highly effective presentation and training delivery skills (B) |  |

The aspects will be assessed through Interview (I), Application (A) or Both (B)