

PERSON SPECIFICATION: Deputy Headteacher

Criteria	Essential	Desirable	How Identified
Qualifications and Training	<ul style="list-style-type: none"> <li>Degree in a subject relevant to the post</li> <li>Qualified Teacher Status</li> <li>Evidence of continuing professional development relating to school leadership and management and teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Higher Degree or further professional qualification.</li> <li>Accredited CPD related to effective leadership (i.e. NPQML or similar)</li> </ul>	Application Interview
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> <li>Excellent classroom practitioner in the primary age range</li> <li>Proven middle leadership experience in a primary school</li> <li>Experience of improving the skills of other practitioners</li> <li>Experience of promoting safeguarding procedures in school</li> <li>Outstanding skills in and knowledge of pedagogy to effectively lead teaching and learning</li> <li>A secure understanding of the requirements of the National Curriculum and EYFS framework</li> <li>A strong commitment to inclusion with high expectations for all learners</li> <li>Evidence of using successful strategies for planning, implementing, monitoring and evaluating school improvement</li> <li>Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> <li>Understanding of and commitment to promoting and safeguarding the welfare of pupils</li> <li>Effective and proficient use of technology</li> <li>Knowledge of the role of Governing body</li> </ul>	<ul style="list-style-type: none"> <li>Teaching experience in at least 2 of the 3 Key Stages</li> <li>Experience of teaching in more than one school</li> <li>Experience of senior leadership experience</li> <li>Experience of working with governors to enable them to fulfil whole school responsibilities</li> <li>Evidence of having successfully translated vision into reality at whole school level</li> <li>Understanding of how financial and resource management enable a school to achieve its educational priorities</li> </ul>	Application Interview References

Criteria	Essential	Desirable	How Identified
Knowledge Skills and Abilities	<ul style="list-style-type: none"> <li>• Ability to articulate and share a vision of primary education within the context of the school's ethos and aims</li> <li>• Ability to inspire, and motivate staff, pupils, parents and governors to achieve the aims of the school</li> <li>• Ability to analyse data, develop strategic plans, set targets and monitor/ evaluate progress towards these</li> <li>• Ability to communicate clearly with parents, staff and governors</li> </ul>		Application Interview References
Personal Qualities	<ul style="list-style-type: none"> <li>• Positive, innovative and solution focused</li> <li>• Strong interpersonal skills</li> <li>• Self-motivated and able to work to fixed deadlines</li> <li>• Enthusiastic and energetic</li> <li>• Team player</li> <li>• Calm and patient</li> <li>• Flexible and professional</li> <li>• Punctual and reliable</li> <li>• Committed to continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to whole-school development</li> <li>• When appropriate, willingness to undergo further training</li> <li>• Energised by new and exciting challenges</li> </ul>	Interview References
Special Requirements	<ul style="list-style-type: none"> <li>• DBS enhanced disclosure</li> <li>• Well-structured supporting letter indicating evidence and impact in attainment and progress that has resulted in sustained improvement in pupil achievement.</li> </ul>		Application