



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Deputy Head Teacher (Whitburn Village Primary School)

GRADE: L8 - L13

[A] TRAINING AND QUALIFICATIONS

	Essential	Desirable	Source A - application I - interview R - references P - presentation T - task observation C - Certificates
Qualified teacher status	✓		A, C
Degree	✓		A, C
Recent participation in a range of In-service training relevant to the post of Deputy Head Teacher within the last 3 years		✓	A, C

[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT

	Essential	Desirable	Source
Demonstrate recent and successful leadership at Deputy, Assistant Head or Senior Teacher level i.e. within the last 3 years	✓		A, I, R
Demonstrate recent successful experience of leading a core subject i.e. within the last 3 years	✓		A, I, R
Proven recent experience of working successfully in a key phase of a primary school i.e. within the last 3 years	✓		A, I, R
Experience of working successfully in more than one key stage (Foundation, key stage 1, key stage 2)	✓		A, I, R
Recent demonstrable success in raising standards in a core subject or whole school initiative i.e. within the last 3 years	✓		A, I, R, P
Recent experience of and demonstrable impact in improving teaching and learning i.e. within the last 3 academic years	✓		A, I, R
Recent experience of leading inset i.e. within the last 3 years	✓		A, I, R
Experience of organising and implementing school to school support	✓		A, I, R
Experience of data analysis, evaluating tracking information and developing assessment procedures that impact on pupil outcomes			A, I, R, P
Excellent classroom practitioner	✓		A, I, T, R

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

	Essential	Desirable	Source
A full understanding of systems and processes to improve staff performance	✓		A, I, R
To fully understand the national and local education agenda so that sensible and effective school improvement plans can be implemented	✓		A, I, R
A detailed knowledge of teaching and learning strategies and systems to support school improvement	✓		A, I, R, P
Knowledge and understanding of safeguarding procedures	✓		A, I, R

[D] PERSONAL SKILLS AND ABILITIES

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

	Essential	Desirable	Source
A passion and motivation to work with children	✓		I, R
Effective oral and written communication skills with an ability to negotiate at all levels	✓		I, R
High personal standards of integrity	✓		I, R, P
Be able to build effective teams and have consideration of the views of others	✓		I, P, R
High expectations and show enthusiasm, adaptability and resilience	✓		I, T, P
Be 'e' confident and understand future technology in an educational context	✓		A, I, T, P

[E] OTHER REQUIREMENTS

	Essential	Desirable	Source
Application forms should be completed in full	✓		A
Personal statements within the application form should be clear and concise and no more than 3 sides of A4 (Font size Arial 12)	✓		A
Must demonstrate relevant experience linked to the job description and person specification	✓		A
Enhanced clearance from the Disclosure and Barring Service	✓		DBS Check

Please note: no CV's or additional information should be submitted other than that requested above, and will not be considered.

[F] CONFIDENTIAL REFERENCES AND REPORTS

	Essential
Written reference(s) only	✓
Confirming professional & personal knowledge, skills & abilities referred to above	✓
Positive recommendation from current employer	✓