###### Person Specification for Deputy Headteacher at High Tunstall College of Science

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| **Attributes** | **Essential** | **Desirable** | **Assessment** |
| **Qualifications and Training** | * Qualified Teacher Status * Degree * Professional development in preparation for Headship/Deputy Headship | * NPQH | * Application form * Letter of application * References |
| **Experience** | **Leadership and Management Experience**   * Successfully led, planned, managed and evaluated change which has had a significant impact at whole school level * Demonstrate the ability to work strategically and successfully at a senior leadership level   **Teaching Experience**   * Demonstrate outstanding, sustained and successful experience as a teacher in a secondary context * Substantial experience of teaching at Key Stage 3 and 4 | * Experience as a Deputy or assistant Headteacher or equivalent * Working successfully with other education partners and providers * Experience of teaching in more than one school | * Application form * Letter of application * References * Interview |
| Professional Experience, Knowledge and Understanding | **Shaping the Future**   * Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision | * Experience of developing and sustaining a learning culture that has the Every Child Matters five outcomes at its core, including high expectations and standards of achievement | * Letter of application * References * Interview * Teaching task |
| **Leading Teaching and Learning**   * Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement and personal development and well being | * Experience of implementing strategies for improving the quality of teaching and learning, including promoting excellence and challenging poor performance | * Letter of application * References * Interview * Teaching task |
| **Developing Self and Working with others**   * Knows how to promote an open, fair and equitable culture * Understands the significance of interpersonal relationships and strategies for promoting individual and team development | * Has a clear understanding of the impact of change and different leadership styles on individuals and organisations | * Letter of application * References * Interview * Professional discussion |

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| **Attributes** | **Essential** | **Desirable** | **Assessment** |
| Professional Experience, Knowledge and Understanding | **Managing the Organisation**   * Knowledge of and commitment to the implementation of the safeguarding agenda * Understands how to establish and sustain effective organisational structures, systems, policy and practice | * Successful experience of the delegation of leadership responsibilities and management tasks as appropriate, and monitoring their implementation |  |
| **Securing Accountability**   * Experience of holding individuals, teams and whole school to account for student learning outcomes * Shows a practical understanding of how to analyse and use the full range of evidence, including performance data and external evaluations, to support, monitor and evaluate and improve aspects of the school, including challenging poor performance | * Demonstrate a clear understanding of the principles and practice of quality assurance systems, including school review, self evaluation and performance management and have experience of these | * Letter of application * References * Interview * Professional discussion |
| **Strengthening Community**   * Understand the importance of listening to, reflecting and acting on community feedback | * Experience of strategies that encourage parents and carers to support their son/daughter’s learning * Experience of building and sustaining effective relationships with parents, carers, other schools and partners and the broader community that enhance the education of students | * Letter of application * References * Interview * Professional discussion |
| Personal Skills and Attributes | The ability to:   * Inspire, challenge, motivate and empower teams and individuals to achieve high standards * Demonstrate personal and professional integrity, including modelling values and vision * Demonstrate a capacity for sustained hard work with energy and vigour * Demonstrate resilience and optimism * Priorities, plan and organise themselves and others * Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to young people * Be self critical and reflective on own practice | * Ability to liaise with different groups to achieve a positive outcome * Think analytically and creatively and demonstrate initiative in solving problems * Embed successful change across the school by effectively completing tasks and evaluating outcomes within agreed timescales | * Application form * Letter of application * References * Interview * Professional discussion |