



PERSON SPECIFICATION: DEPUTY HEADTEACHER

	Essential	Desirable
Application	<ul style="list-style-type: none">Well-structured and concise application, demonstrating evidence of impact on attainment and progress that has resulted in improvement in pupil achievement	
Qualifications	<ul style="list-style-type: none">DfE recognised teaching qualification. Evidence of continuous professional development and commitment to further professional development	<ul style="list-style-type: none">NPQSL or NPQML
Experience	<ul style="list-style-type: none">To have experience in a leadership post, including leading a teamTo have planned and delivered the national curriculum with evidence of raising pupil achievementTo have made effective use of IT for teaching and learningExperience of leading a curriculum area	<ul style="list-style-type: none">Evidence of effective use of managing/tracking of dataExperience of teaching in both KS1 & 2To have experience of developing initiatives/opportunities to support the progress of children entitled to the pupil premium grant and/or more ableExperience of supporting and developing ITT or NQTsSEND lead experience
Leadership Skills	<ul style="list-style-type: none">Ability to set standards and build a high-performance teamAbility to motivate and inspire pupils, staff, parents and governorsAbility to delegate tasks and responsibilities and monitor outcomesAbility to deal sensitively with people and resolve conflictsAbility to provide professional direction for others through mentoring and performance reviewAbility to assess the effectiveness of teaching and learningAbility to be a role model for staff and pupilsAbility to plan, develop and implement new projects and initiatives in school – assessing outcomes and measuring impactAbility to think creatively and imaginatively to develop and enhance the school curriculum and wider learning experience	<ul style="list-style-type: none">Proven track record of successfully leading whole school change with measurable outcomesThe ability to analyse school self-evaluation information, including the use of external and internal data, to accurately prioritise strategic leadership objectivesThe ability to lead and manage safeguarding issuesExperience of making an enhanced difference to the whole school curriculum or assessment system





Communication Skills	<ul style="list-style-type: none">• To communicate effectively both orally and in writing to a variety of audiences• Establish and develop good relationships with parents, staff, governors and the community which enable you to deal effectively with potentially difficult situations• To listen to the views of others and reflect effectively on own practice• To be a strong team player, leading by example and nurturing others	<ul style="list-style-type: none">• Coaching skills, experience or training
Self Management	<ul style="list-style-type: none">• To set and achieve challenging and professional goals• To manage time effectively both professionally and personally• To demonstrate a good initiative and innovative or creative nature	
Attributes	<ul style="list-style-type: none">• Adaptability to changing circumstances and new ideas• Reliability, honesty and integrity• Respect• Empathy• Resilience• Aspiration• Collaborative• Kindness• Sense of humour	

