

Position: Deputy Headteacher
West Lane Community Primary School where
we reach for the stars!



Reporting to: Headteacher

Scale: L11 - 16

Person Specification

Selection criteria Method A = application I = interview T = task O = observation

Professional qualifications and experience	
Qualified Teacher Status	A
At least 5 years successful teaching experience across the primary age range	A
Experience of working in at least 2 key stages (FS/KS1/KS2)	A
Experience of teaching in more than one school/setting	A
Evidence of recent professional development relevant to the post	A I
Evidence of recent training in whole-school leadership and management	A I
Significant and successful subject/area leadership resulting in school improvement	A I
Evidence of outstanding teaching ability	A I O
Skills and Knowledge	
Outstanding knowledge of the EYFS and primary curriculum	A
Experience of leading SEND and a knowledge of multi-agency working	A
An excellent understanding of theory and best practice in teaching and learning, particularly in relation to achieving high rates of pupil progress	A I O
A track record of implementing successful strategies to raise achievement	A I
Good ICT skills	A I
An understanding of the role of parents and community in school improvement and how this can be promoted	A I
A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level	A I O

Experience of interpreting and using assessment data to raise achievement	A T I
Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing	A O
Personal Qualities	
Ability to lead and motivate others	A I
Ability to work collaboratively	A I
Excellent interpersonal skills	A I T O
Ability to communicate clearly and work effectively with all stakeholders	A I
Ability to work on own initiative, make decisions and solve problems	A I T
Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines	A I
Highly effective presentation and training delivery skills	A I
Leadership and Management	
Experience of delegating, supporting and monitoring the work of others	A I
Experience of managing substantial change across a subject area or whole school	A
Successful experience of observing and evaluating teaching	A I T
Success at promoting inclusive practice across a school, leading to high expectations for all learners	A I
Experience of acting as an outstanding model of teaching for others	A O