

Person Specification – Deputy Head Teacher, Gosforth Park First School

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Experience in a promoted post in a school covering the first/primary age range.
2	Experience of managing a team of staff.
3	Demonstrable track record of excellent teaching practice.
4	Experience of coordinating a major curriculum area.
5	Able to cover in the absence of the Headteacher
6	Experience of monitoring and evaluating teaching/learning and target setting and able to analyse data
7	Detailed knowledge of current curriculum and management issues.

Desirable

8	Experience of leading staff training and development.
9	Experience of working in strategic partnership with other agencies or professionals to ensure the best outcomes for children and young people.
10	Experience of working with Governing bodies, parents and the community
11t	thorough understanding of the needs of pupils from foundation to Key Stage 2

Part B: Assessment Stage

Items (insert any relevant numbers e.g. 1, 3 and 8) of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Able to contribute effectively to the management, organisation and running of the school, particularly Literacy.
2	Able to assist in the development and implementation of school aims, objectives, procedures, policies and practices.
3	Able to manage staff and resources in specific areas.
4	To be able to innovate, inspire and motivate other staff.
5	Leader who ensures the involvement and commitment of all team members in both teaching and learning and positive attitudes towards behaviour management.
6	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline.

7	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
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The following methods of assessment will be used:

Method		Method	
Interview	Yes	Task	Yes
Lesson Observation	Yes	Presentation	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Disclosure and Barring Service Check
2	Additional criminal record checks if applicant has lived outside the UK
3	DBS Barred List Check
3	Medical clearance
4	Professional registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Right to work check and any other statutory check required by an educational establishment