

## PERSON SPECIFICATION – Deputy Head Teacher

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

<b>Qualifications &amp; Training</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Degree and Qualified Teacher Status	<b>E</b>	Application form/Interview/ Task (if applicable)
<b>Skills/Key Criteria</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Ability to relate positively to all children in order to ensure that they are confident learners, determined to achieve their potential	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Clear understanding of the importance of effective assessment, planning, monitoring progress and attainment and monitoring strategies to raise academic standards.	<b>E</b>	
<input type="checkbox"/> Clear understanding of the importance of effective welfare and pastoral support in raising academic standards.	<b>E</b>	
<input type="checkbox"/> Ability to establish, lead, manage and monitor work of teams.	<b>E</b>	
<input type="checkbox"/> Clear understanding of the parameters for appropriate curriculum design to meet the needs of all learners.	<b>E</b>	
<b>Knowledge and Experience</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Proven experience as an effective teacher with a proven record of raising standards through your own teaching.	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Proven experience of raising standards through managing the work of a team of teachers	<b>E</b>	
<input type="checkbox"/> Proven experience of supporting other colleagues to develop effective teaching	<b>E</b>	
<b>Personal Attributes</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Excellent communications skills with proven ability to communicate with a range of stakeholders including teachers, parents and other professionals.	<b>E</b>	Application form/Interview/

<input type="checkbox"/> Excellent team work skills including the ability to be a good team member as well as team leader	<b>E</b>	Task (if applicable)
<input type="checkbox"/> Ability to work outside normal Trust/Academy hours in line with needs of the service provision	<b>E</b>	
<input type="checkbox"/> A flexible approach	<b>E</b>	
<input type="checkbox"/> Ability to manage own time to meet competing demands	<b>E</b>	
<input type="checkbox"/> A positive attitude and commitment to equality.	<b>E</b>	
<b>Equal Opportunities</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	<b>E</b>	
<b>Safeguarding</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	<b>D</b>	