



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Deputy Head Teacher - Hebburn Lakes Primary School

GRADE: L13 - L17

[A] TRAINING AND QUALIFICATIONS

	Essential	Desirable	Source A - application I - interview R - references P - presentation T - task observation
Qualified teacher status	✓		A
Degree	✓		A
Recent participation in a range of In-service training relevant to the post of Deputy Head Teacher within the last 3 years	✓		A

[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT

	Essential	Desirable	Source
Demonstrate recent and successful leadership at Deputy, Assistant Head or Senior Teacher level i.e. within the last 3 years	✓		A, I, R
Demonstrate recent successful experience of leading a core subject or curriculum review i.e. within the last 3 years	✓		A, I, R
Proven recent experience of working successfully in more than one Key Stage (Foundation, Key Stage 1, Key Stage 2)		✓	A, I, R
Recent demonstrable success in raising standards through a whole school initiative	✓		A, I, R
Recent experience of improving teaching and learning	✓		A, I, R
Recent experience of leading INSET or Professional Development	✓		A,I,R
A broad understanding of school statutory assessment procedures across the key stages		✓	A,I,R
Evidence of being an excellent classroom practitioner	✓		A, I, T, R
Knowledge and experience of working with children with social, emotional, mental health and behavioral difficulties	✓		A, I, R

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

	Essential	Desirable	Source
Understanding of data analysis, evaluating tracking information and developing assessment procedures that impact on pupil outcomes	✓		A, I, R, T
A full understanding of systems and processes to improve staff performance	✓		A, I, R
To fully understand the national education agenda	✓		A, I, R
Experience in implementing effective school improvement plans	✓		A, I, R

An understanding of the vital role parents play in supporting their child's development and evidence of an initiative you have used to encourage parental links	✓		A, I, R
Knowledge and understanding of safeguarding procedures	✓		A, I, R

[D] PERSONAL SKILLS AND ABILITIES

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

	Essential	Desirable	Source
A passion and motivation to work with children	✓		I, R
Effective oral and written communication skills with an ability to negotiate at all levels	✓		A, I, R
High personal standards of integrity	✓		I, R
Be able to build effective teams and have consideration of the views of others	✓		I, R
High expectations and show enthusiasm, adaptability and resilience	✓		I, T
Be 'e' confident and prepared to engage with future technology in an educational context	✓		A, I

[E] OTHER REQUIREMENTS

	Essential	Desirable	Source
Application forms should be completed in full	✓		A
Personal statements within the application form should be clear and concise and no more than 3 sides of A4 (Font Size Arial 12)	✓		A
Must demonstrate relevant experience linked to the job description and person specification	✓		A
Enhanced clearance from the Disclosure and Barring Service	✓		DBS Check

Please note: no CV's or additional information should be submitted other than that requested above, and will not be considered.

[F] CONFIDENTIAL REFERENCES AND REPORTS

	Essential
Written reference(s) only	✓
Confirming professional & personal knowledge, skills & abilities referred to above	✓
Positive recommendation from current employer	✓