**Person Specification – Deputy Principal, Quality of Education**

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|  Attributes | Essential | Evidence |
| Education, Training and Qualifications | * Qualified Teacher Status
* Relevant first degree e.g. in teaching or subject area of the curriculum
* Middle Leader qualification or higher
* Evidence of continuing professional development or relevant research
 | Application form |
| Experience and Knowledge | * Experience of senior leadership work in an education setting . Alternative Provision/PRU setting preferred but not essential.
* Experience of thinking strategically to impact positively on whole school outcomes
* Experience of successful leadership, demonstrating the ability to develop and lead high achieving staff and students
* Extensive experience of curriculum coordination and development
* Extensive knowledge of curriculum frameworks and qualifications
* Experience of outstanding practice in curriculum planning, development, assessment and evaluation of student progress
* Experience of preparing for Ofsted/HMI Inspections
* Experience of developing, implementing and monitoring school development plans and school policies to deliver the strategic vision for the school
* Experience of – or a commitment to – teaching and learning within a whole-school approach
* Proven experience of teaching across KS3 and KS4
* Successful track record of outstanding teaching to a wide range of abilities and levels of need
* Experience of providing curriculum teaching and learning training to a range of audiences, including parents/carers
* Experience of successfully leading and managing a teaching and learning team. Cross-curricular experience is desirable but not essential.
* Experience of managing and monitoring budgets
* Experience of effectively managing, analysing and presenting student data
* Understanding of leadership approaches to maintain the highest standards of instruction
* Specific knowledge and understanding of wide-ranging, current teaching and learning pedagogies to promote positive outcomes for young people
* A proven track record of evaluating the impact of teaching and learning programmes/intervention
* Knowledge of National Curriculum and exam board specifications
* Experience of undertaking staff performance management and acting on any issues that arise from reviews
 | Application form ReferenceInterview |
| Skills and Abilities | * Excellent communication skills
* Excellent personal skills and attitude including self-management, honesty, self-reflection and resilience
* Ability to analyse and compile reports, documents and statistical information for a wider audience
 | Application form ReferenceInterview  |
| Personal | * Absolute commitment to go ‘the extra mile’ for all our young people
* Knowledge, understanding and personal commitment to safeguarding and promoting the welfare of children and young people
* Evidence of excellent interpersonal and communication
* Exceptional role model with high standards of integrity and approachability
* Ability to work under pressure and plan, prioritise own workload and that of others
* Holds high aspirations for young people and is passionate about providing learning opportunities for them which prepare them well for adulthood
* Enthusiasm, motivation and commitment to driving up standards of achievement for all
* Calm under pressure with a good sense of humour
* A strong team player
* Ability to develop a sense of community, generate trust and build influence with a range of stakeholders
* Ability to recognise and respond effectively to the particular issues faced by disadvantaged young people with challenging behaviour and their families
 | Application form ReferenceInterview |
| Other Requirements | * 100% commitment to the values and ethos of the Beacon of Light School
 | Application form ReferenceInterview |