



DEPUTY HEADTEACHER PERSON SPECIFICATION

The essential requirements that are necessary to do this job are listed below. Please use the key to help you.

In your application, you should state clearly how your knowledge, skills and experience meet these requirements, as the panel will reach a decision on whether or not to short-list you based on the information you provide.

A = Application R = Reference FI = Formal Interview IT = Interview Tasks

		Essential	Sources of Evidence		Desirable	Sources of Evidence
Education and Training	1	Recognised QTS or teaching qualification recognised by DFE with at least 5 year's experience.	A	12	Interest in future NPQH.	FI
	2	Evidence of relevant Continuous Professional Development e.g. leadership training, qualifications through an appropriate body or, middle management training.	A	13	Sustained experience of responsibility for a class in more than one age phase and have led subject development in either maths or computing.	A/R
Relevant Experience	3	Outstanding classroom teacher with a proven commitment to improving the quality of children's learning with experience in more than one Key Stage.	R/A	14	Experience of monitoring teaching and learning and use of data which leads to improvement.	A/R/FI/IT
	4	Evidence of successful leadership including School Development Planning and curriculum planning	A/R/FI /IT	15	Experience of working in collaboration with other schools, Local Authority and external agencies	A/R/FI
				16	Experience of leading and developing new initiatives across the school.	A/R/FI/IT
				17	Can demonstrate that they have made a significant contribution to the professional development of colleagues in school.	A/FI/R
Skills and Aptitudes	5	Ability to inspire, motivate and lead a team with sensitivity and energy whilst showing an understanding of the importance mental health and well-being on both pupils and staff.	A/R/FI	18	Ability to motivate and communicate effectively with a wide range of stakeholders and to be able to foster links with our local community and with other schools, locally and nationally.	FI
	6	Willingness to contribute to developing extra-curricular activities and understand the important role the school has within its community.	A/FI			
	7	A clear vision and understanding of the needs of all pupils in order to close gaps in achievement.	A/R/FI / IT			
	8	Commitment to the ethos and vision of our school.	FI/A	19	Experience of effective working with Governors.	FI
	9	Be passionate about ensuring all children be the best they can be and to develop initiatives that help children understand and embrace diversity and equality.	A/FI			
Safeguarding	10	Experience of safeguarding and promoting the welfare of children and young people.	A/FI/R	20	Strategic understanding of safeguarding.	FI
	11	Has current knowledge on recent national and local safeguarding developments including COVID 19 and the impact this has had on schools.	A/ FI			