

WHITE MERE COMMUNITY PRIMARY SCHOOL**Deputy Headteacher****PERSON SPECIFICATION**

	Essential	Desirable
Application	<ul style="list-style-type: none">Completed application form outlining how you meet the person specification (Max 1000 words)	
Qualifications and Professional Development	<ul style="list-style-type: none">Qualified teacher statusEvidence of continuing professional development relating to teaching and learningAbility to identify own learning needs and to support others to identify theirs	<ul style="list-style-type: none">Evidence of continuing professional development relating to school leadership and managementCurrent valid training and experience as Safeguarding Lead
Experience	<ul style="list-style-type: none">Significant and proven track record as an effective primary classroom practitionerExperience of additional responsibility in a range of roles and/or settingsExperience of leading English and/or Maths throughout primary phaseInvolvement in the monitoring of pupil progress and the use of school based and national tracking systems.Evidence of successful leadership of change in line with school improvement processesExperience as part of school designated safeguarding team and understanding of the role of Designated Safeguarding LeadExperience of working well in partnership with staff, governors, children, families and other agencies	<ul style="list-style-type: none">Experience of teaching in more than one primary phaseExperience of administering statutory testing and year group moderationExperience of acting in role of Assistant/ Deputy HeadteacherEvidence of promoting creative curriculum developmentExperience of developing whole school policiesExperience of planning and delivering training
Knowledge, Skills and Understanding	<ul style="list-style-type: none">Able to demonstrate understanding of whole school issues and the current priorities in primary educationSkilled to initiate and lead change by inspiring and influencing othersKnowledge of the Primary and Early Years Foundation Stage Curriculum	<ul style="list-style-type: none">Understanding of strategies to coach and support colleagues

	<ul style="list-style-type: none"> • Able to establish high expectations and plan opportunities for all pupils in class and across school to achieve their full potential • Understanding of how to create and maintain a safe, happy, stimulating and well organised learning environment • As a teacher and a leader, demonstrate ability to implement effective monitoring, assessment, recording and reporting of children's progress • Skilled and understanding of how to interpret and analyse a wide range of data, for example relating to classes, groups, individuals or subjects to identify curriculum development or learning needs • Ability to develop and prioritise strategic plans resulting from self-evaluation processes and monitor progress towards them • Excellent IT skills used to enhance classroom and leadership responsibilities 	
Personal Qualities	<ul style="list-style-type: none"> • Professional conduct is underpinned by ensuring children are at the centre of all actions taken • Passionate about education and particularly determined to improve pastoral and academic outcomes for all • Ability to use initiative, working independently or collaboratively to reach solutions • Excellent organisational skills to balance workload • Flexible and responsive to change • Resilient and robust • Ability to build and sustain effective working relationships with all stakeholders. • Be a positive role model and lead by example 	