



South Gosforth First School
'Roots to grow and wings to fly'

South Gosforth First School

Deputy Head Teacher - Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to shortlist at the application stage:

Essential

1	A DfE recognised relevant teaching qualification.
2	A minimum of 5 years teaching experience.
3	A demonstrable track record of implementing excellent teaching practices, which have successfully impacted upon outcomes for all pupils by providing engaging and innovative approaches and personalised learning to meet the specific needs of individual children.
4	Evidence of a commitment to promoting the welfare and safeguarding of children.
5	Experience and evidence of successful leadership in a promoted/senior post in a school covering the primary age range.
6	Ability to cultivate positive working relationships and provide strong leadership and effectively manage a team of staff.
7	Modelling of good practice and leading by example with integrity, positivity, resilience and clarity.
8	Is able to effectively and confidently deputise in the absence of the Head Teacher.
9	Has experience of analysing pupil progress and attainment data and using this diagnostically to inform provision for pupils to ensure the best outcomes for all.
10	Has a proven ability to effectively lead a key curriculum area, including ongoing monitoring and evaluation of impact across the primary age range.
11	Has knowledge and understanding of current national and local educational initiatives, research and policies and their significance for the leadership and management of school.
12	Evidence of ongoing professional development.
13	Can think creatively to solve problems and takes a solution-focused approach.
14	Evidence of reliability with excellent time management skills, including being able to work effectively under pressure and to deadlines.

Desirable

13	Has a proven track record of effective working with governing bodies, parents and wider stakeholders.
14	Has experience of leading whole school training and contributing towards staff development, including performance management (Support and CPD structure) and the ability to hold staff to account.
15	Evidence of supporting a culture of self-evaluation and demonstrable commitment, engagement and involvement in the school improvement planning process.
16	Has experience of working in strategic partnership with other agencies and professionals to ensure the best outcomes for children and young people.

Part B: Assessment Stage

In addition to the above criteria listed within the application stage, the criteria below will be further explored at the assessment stage:

Essential

1	Has positive and inclusive values and high expectations for all learners.
2	Is able to contribute effectively to the management, organisation and day to day running of the school.
3	Is able to assist in the development and implementation of school's wider strategic aims, policies and practices.
4	Is able to innovate practices and motivate staff through effective leadership and management.
5	Is a leader who ensures the active involvement and commitment of all team members in terms of teaching and learning initiatives and positive approaches to behaviour management.
6	Has strong organisational skills and initiative and can effectively prioritise workload for themselves and others.
8	Has an excellent understanding of child development and how young people learn, in addition to the key features of effective curriculum planning, effective classroom teaching and assessment across the primary age range.
9	Has an excellent understanding of appropriate safeguarding practices and promoting the welfare of children and young people through: <ul style="list-style-type: none">▪ An ability to form and maintain appropriate relationships and personal boundaries with children, families and wider professionals.▪ Emotional resilience and a proactive approach in working with pupils who may exhibit challenging behaviours.▪ An understanding of key safeguarding thresholds and appropriate actions to be taken in response to a range of different instances.▪ Effective and robust record keeping practices.▪ Clear and effective communication skills.▪ The ability to make difficult decisions based upon the needs of the child.
10	Has excellent and positive communication skills which can be adapted and refined for a range of audiences and circumstances. Has the ability to approach sensitive or difficult conversations with understanding and confidence in order to produce positive outcomes for all.
11	There must disclosure of criminal convictions or other safeguarding concerns which would make an applicant unsuitable for this post.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Task with discussion	Yes
Lesson Observations	Yes	Presentation	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Disclosure and Barring Service Check
2	Additional criminal record checks if applicant has lived outside the UK
3	DBS Barred List Check
3	Medical clearance
4	Professional registration/QTS check with the National College for Teaching and Leadership
5	Two references
6	Right to work check and any other statutory check required by an educational establishment

