



Washingwell Primary School
Person Specification: Deputy Head Teacher

The applicant should be able to provide evidence that they have the necessary experience, knowledge, understanding, skills and attributes required of the post

	Essential	Desirable	How Measured
Qualifications, Education & Training	<ul style="list-style-type: none"> • Qualified teacher status • Degree or equivalent 	<ul style="list-style-type: none"> • Professional Development Training in preparation for headship / deputy headship 	<ul style="list-style-type: none"> • Application form
Experience & Knowledge	<ul style="list-style-type: none"> • At least 5 years' teaching experience in a Primary School • Evidence of successfully working with staff at all levels of the organisation • Evidence of management experience at senior level • Experience of managing cultural change • Experience of having lead a subject across school • Experience of key stage leadership • Experience of data analysis at school, class, group and individual level • Experience of coaching and mentoring on all levels 	<ul style="list-style-type: none"> • Experience of having taught in all Key Stages – Early Years, Key Stage 1, Key Stage 2 	<ul style="list-style-type: none"> Application form References Interview process
Professional Knowledge & Understanding	<ul style="list-style-type: none"> • Ability to work proactively with a confident approach • An understanding of the process of strategic planning • Demonstrate a range of strategies for leading and managing school improvement • An understanding of the principles and practice of effective school self-evaluation including data analysis • The principles of effective teaching and assessment • Effective learning and teaching strategies • The management of staff on all levels 	<ul style="list-style-type: none"> • Strategies to promote and sustain individual/team development • An up to date understanding of national and local initiatives 	<ul style="list-style-type: none"> Application form References Interview process & activities

<p>Personal & Professional Skills, Qualities & Attributes</p>	<ul style="list-style-type: none"> • Excellent interpersonal skills with ability to challenge while using tact and diplomacy and to manage conflict • Excellent organisational skills with an ability to use initiative appropriately and to work independently • Ability to cope with change in a dynamic environment • Creative and strategic thinker • Sociable, confident and a communicator with professional presence • Self-motivated • Ability to build and maintain effective relationships • Ability to inspire, challenge, motivate and empower others to carry the school vision forward • Demonstrates personal enthusiasm and commitment to the leadership process • Foster an open, fair and equitable culture • Listen to and reflect on feedback • Demonstrates an ability to communicate to a range of audiences and in a range of media. 	<ul style="list-style-type: none"> • A dynamic thinker with a proven track record of innovation 	<p>Application form</p> <p>References</p> <p>Interview process</p>
<p>Special requirements</p>	<ul style="list-style-type: none"> • Excellent attendance and timekeeping record • A desire to learn and develop • Political sensitivity and awareness • A sense of humour • Dynamic/visionary 		<p>Application form</p> <p>References</p> <p>Interview</p> <p>Medical history form</p>