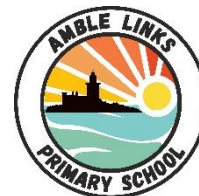


# AMBLE LINKS PRIMARY SCHOOL



## Deputy Headteacher PERSON SPECIFICATION

Specification	Essential	Desirable
<b>QUALIFICATIONS</b>		
Relevant degree (Primary Education) or equivalent (PGCE)	✓	
Qualified Teacher Status	✓	
Further appropriate educational qualifications. (SENDCO Award, NPQ, Masters)		✓
Recent and relevant participation in professional development	✓	
<b>EXPERIENCE</b>		
A minimum of 5 years' teaching experience in the primary age range	✓	
Proven experience in leadership roles including experience in improving teaching and learning and leading school-wide initiatives	✓	
<b>LEADERSHIP AND MANAGEMENT</b>		
Ability to develop and articulate a clear, shared vision for the school, translating it into effective strategies and action plans	✓	
Strong leadership skills, including the ability to manage, motivate, and challenge staff effectively	✓	
Experience in developing and implementing school policies, particularly in safeguarding, curriculum design, and classroom management	✓	
Capacity to provide strategic leadership while working collaboratively with the Headteacher, governors, staff, and the wider community	✓	
Proven ability to lead staff professional development and performance management, ensuring high-quality teaching and learning	✓	
<b>TEACHING AND LEARNING</b>		
High standard of classroom teaching with the ability to model best practice and provide challenge and guidance to other teachers	✓	
Extensive knowledge of the primary school curriculum and commitment to delivering an inclusive, challenging and engaging curriculum	✓	
Ability to monitor and evaluate teaching effectiveness, using data to drive improvements	✓	
Successful experience of working with a range of abilities including children with SEND leading to positive outcomes	✓	
Proven track record of raising attainment for pupils	✓	
<b>SAFEGUARDING AND CHILD PROTECTION</b>		
Comprehensive understanding of safeguarding legislation, child protection protocols, and best practices	✓	
Proven experience in the role of Designated Safeguarding Lead (DSL) or Deputy DSL.	✓	
Ability to develop, implement, and enforce safeguarding policies, ensuring a safe and nurturing environment for all pupils	✓	
<b>COMMUNICATION AND INTERPERSONAL SKILLS</b>		
Excellent organisational skills with strong attention to detail	✓	
Proficiency in using technology to support teaching, learning, and personal organisation	✓	
Strong interpersonal and communication skills, with a collaborative approach to teamwork	✓	
Ability to handle sensitive situations with diplomacy and confidentiality	✓	

<b>PERSONAL QUALITIES</b>		
Passionate commitment to achieving the school's vision and supporting pupil success	✓	
A deep belief in the importance of emotional well-being, ensuring that pupils leave Amble Links as confident, emotionally intelligent, and well-rounded individuals	✓	
Ability and desire to form strong working relationships with pupils, staff, parents, governors and external partners	✓	
The ability to manage work load and pressures effectively	✓	
Personal commitment to ongoing professional development	✓	
Have a warm, caring and approachable nature	✓	
Energy, enthusiasm and a 'can do' attitude	✓	
A positive outlook, flexibility and an openness to change	✓	
Ability to lead and engage in activities fostering community cohesion and parental engagement	✓	
A commitment to working in an open, honest, approachable and democratic manner with all stakeholders	✓	
<b>APPLICATION</b>		
A well-structured and presented application form and supporting letter	✓	
A highly personalised application demonstrating reflective practice and impact, informed by visiting and researching the school using its website and social media	✓	