



CANTONIAN HIGH SCHOOL PERSON SPECIFICATION DEPUTY HEADTEACHER

KEY CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Academic Qualifications & Professional Development	<p>Honours degree</p> <p>Qualified Teacher Status</p> <p>EWC registered</p> <p>Evidence of continuing professional development including educational school leadership and management</p>	<p>Higher educational study</p>	<p>Application form</p> <p>Documentary evidence</p>
Teaching, Learning & Quality of Assessment	<p>An effective teacher with a record of very good pupil progress and outcomes</p> <p>Effective use of performance data to inform teaching and learning for individuals and groups, especially the most vulnerable and including more able pupils</p> <p>Experience of leading teaching and learning initiatives with significant impact for pupils</p> <p>An understanding of the developments in the Curriculum for Wales and knowledge of further Welsh educational initiatives</p> <p>Experience of leading curriculum development in at least one key stage</p> <p>Able to demonstrate positive relationships, respect and equality of opportunities to impact positively on pupil and staff wellbeing</p> <p>Experience of supporting the development of skills in the curriculum</p>	<p>Leading and delivering teaching, learning and assessment CPD and professional learning</p> <p>Experience of leading performance management</p> <p>An understanding of the new Welsh teacher standards (effective for NQTs from September 2017)</p>	<p>Application form</p> <p>Interview</p> <p>References</p>

Outcomes for Students	<p>Effective use of performance data to raise standards for pupils</p> <p>Experience of raising standards for pupils eligible for FSM or other vulnerable groups and / or low levels of literacy</p>	Experience of leading assessment, recording and reporting	<p>Application form</p> <p>Interview</p> <p>References</p>
Leadership & Management	<p>Significant recent experience as part of a Senior Leadership Team</p> <p>Evidence of commitment to leading and building teams and collaborative working</p> <p>Evidence of strategic leadership to inform school evaluation and improvement</p>	<p>Experience of Health & Safety management</p> <p>Experience of Human Resources management</p> <p>Experience of working directly with the Governing Body</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
Personal Development & Behaviour	<p>A commitment to positive behaviour strategies for pupils</p> <p>Ability to support pastoral teams working with vulnerable and complex pupils</p> <p>Clear commitment to and effective practice in safeguarding</p>	Evidence of working with pastoral teams to raise standards	<p>Application form</p> <p>Interview</p> <p>References</p>
Personal Qualities, Skills & Attributes	<p>A commitment to an inclusive pedagogy and professional practice</p> <p>A commitment to "The best from each, success for all"</p> <p>Ability to articulate and communicate a clear vision of high-quality educational provision</p> <p>Ability to lead, manage and motivate staff and pupils to achieve high standards</p> <p>Ability to communicate and develop links effectively and present to a wide range of audiences</p> <p>Good organisational skills and ability to delegate</p> <p>Resilient under pressure, positive and enthusiastic</p> <p>Ability to work effectively within a team</p>	Experience of financial management, including staff and premises	<p>Application form</p> <p>Interview</p> <p>References</p>