

**Deputy Headteacher – Person Specification**

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| **Educational Qualifications and Training** | |
| Essential | * Qualified Teacher Status * Degree or equivalent |
| Desirable | * Evidence of further study * Willingness to study for NPQH |
| **Experience** | |
| Essential | * Varied experience and understanding of teaching and learning across the EYFS and Key Stage 1 * Previous recent experience in a senior leader or middle manager role in a primary school * Experience of data analysis * Responsibility for developing, monitoring and evaluating an aspect of school provision * Experience of leading and managing people * Experience of contributing to self evaluation and school improvement * Experience of leading training and other staff development activities, including performance management |
| Desirable | * Experience of teaching in more than one key stage * Experience of working in at least two schools * Experience of coaching and mentoring * Experience of working with governors, parents and the wider community |
| **Knowledge and Understanding** | |
| Essential | * A proven track record as an outstanding teacher * Knowledge of the curriculum for Foundation Stage and Key Stage 1 * In-depth knowledge of curriculum development and effective pedagogy * Sound understanding of assessment, recording and reporting * Understanding of strategies for school improvement * Knowledge of how the effective use of data and target setting can raise standards * Up-to-date knowledge and understanding of current educational issues |
| Desirable | * Evidence of highly effective teaching in more than one year group * Subject Leadership of either Literacy or Numeracy * Knowledge of Raise-online or similar |

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| Skills | |
| Essential | * Ability to positively influence others * Ability to motivate, lead and manage people to work both individually and in teams * Ability to implement change and plan strategically * Outstanding communication skills, with a range of audiences both orally and in writing * Understanding, analysis and interpretation of school performance data * Ability to prioritise, work under pressure and meet deadlines * Effective problem solving skills * Effective administrative and organisational skills |
| Personal Attributes | |
| Essential | * Value all children and committed to the development of the whole child Relate well to pupils, staff and parents and care about their individual needs * Be passionate about learning through Play * Able to adapt to changing circumstances and new ideas in a positive and creative manner * Ability to deal with sensitive issues in a professional manner * Has high standards of self and others * Good judgement * Energy and enthusiasm * Integrity and loyalty * A positive attitude and good sense of humour |