

**Deputy Headteacher – Person Specification**

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| **Educational Qualifications and Training** |
| Essential | * Qualified Teacher Status
* Degree or equivalent
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| Desirable | * Evidence of further study
* Willingness to study for NPQH
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| **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
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| 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
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| **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
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| 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
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| 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
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