**High Lane Primary School - Deputy Headteacher**

**Creating the future, today**

**Person Specification**

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| **Criteria** | **Essential** | **Desirable** | **Assessment** |
| **Qualifications** | * QTS (Primary age range) * Degree level (or equivalent) qualification | * Further professional qualification e.g Leadership Pathway, NPQH, * National Award for SEND | * Application form |
| **Experience** | * At least 5 years’ experience (in EYFS/KS1/KS2) * Excellent classroom practitioner * Demonstrable evidence of Senior Leadership experience e.g. Current Deputy or Assistant Head, Key Stage Leader * Proven leadership in raising the standards of learning and teaching * Effective management of change * Aspects of leadership and management in a whole school context * Whole school curriculum leadership * Involvement in systems for recording individual pupils’ progress and collecting interpreting specialist assessment data | * Teaching experience in more than one school * Experience of working in a wider context than an individual school * Leading of INSET * Effective collaboration with external agencies * Development of innovative learning and teaching * Designated Safeguarding Lead * Use of technology to improve systems that raise pupil achievement * Effective contribution to SEF * Ability to effectively lead SEND | * Application form * Task * Interview |
| **Professional Development** | * Evidence of relevant further professional development | * Evidence of leading on the professional development of other staff | * Application form * Interview |
| **Personal qualities, skills and characteristics** | * Cognisant with outstanding practice * Build and maintain professional relationships with children, staff, parents and governors * Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents and governors * Inspire, challenge and motivate and empower others * Think creatively to anticipate and solve problems * Build on current good practice whilst moving the school forward with vision and vigour * Develop effective teamwork and be able to contribute to a range of teams * Think strategically and contribute to creating a coherent school vision * Inclusive approach to education * High expectations of self and others * Manage and resolve conflict sensitively * Commitment, honesty and dedication * Ability to manage own time effectively * Reliability and integrity * Resilience and tenacity | * Knows what ‘outstanding’ looks like and the proven ability to develop outstanding practice in self and others |  |
| **Knowledge/**  **special attitude** | * Knowledge of current educational trends, curriculum developments and educational initiatives * Secure knowledge of statutory requirements relating to the curriculum and assessment * Passionate about children’s learning * Commitment to safeguarding and promotion of the welfare of children and young people * Knowledge of the latest Ofsted requirements relating to Learning, Teaching and Self Evaluation * Excellent strategies for behaviour for learning * A dedication to high academic standards * Sound knowledge of the Early Years Curriculum and Primary National Curriculum 2014 * Excellent English and Maths skills | * Knowledge of SEF requirements * A creative approach to learning and teaching * Some experience of whole school budgeting * Proven ability in the development of effective structures and systems * Knowledge of the role of the Governing Body * Knowledge of Restorative Approaches | * Task * Interview |
| **Other** | * Enthusiasm and humour * Excellent record of attendance and punctuality * Capable of realistic self-assessment * Open and honest * Fulfil the requirements of an enhanced DBS disclosure * Willingness to support extra-curricular activities |  | * Task * Interview |