



Deputy Headteacher - Person Specification

| Attributes | Essential | Desirable |
|---------------------------------------|--|---|
| Education & Qualifications | <ul style="list-style-type: none"> • Qualified Teacher Status • Degree or equivalent • Evidence of appropriate professional development | <ul style="list-style-type: none"> • Evidence of further study • Willingness to study for leadership development |
| Teaching & Learning | <ul style="list-style-type: none"> • A proven track record as an outstanding teacher • In-depth knowledge of curriculum development and effective pedagogy • Sound understanding of assessment, recording and reporting • A proven track record in raising achievement within his/her own teaching & across the school • In depth knowledge of what 'good' teaching looks like and supporting others to achieve this | <ul style="list-style-type: none"> • Experience of classroom based research • Experience of teaching across the primary age range |
| Experience | <ul style="list-style-type: none"> • Previous recent experience as a senior leader in a primary school • Experience of data analysis • Responsibility for developing, monitoring and evaluating aspects of school provision / development • Experience of leading and managing people • Experience of leading training and other staff development activities, including appraisal • Experience of working with parents • Experience of supporting teachers to improve their practice • Experience of having difficult conversations | <ul style="list-style-type: none"> • Experience of raising achievement through professional networks • Experience of working with governors and the wider community |
| Skills & Abilities | <ul style="list-style-type: none"> • Excellent oral and written communication • Ability to make and maintain positive relationships with children, colleagues & parents • Ability to inspire high levels of performance in others including holding people to account where necessary • Ability to motivate, lead, challenge and support people to work both individually and in teams • Ability to handle difficult situations effectively with subtlety and sensitivity • Ability to prioritise, work under pressure | |



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| | <ul style="list-style-type: none"> and meet deadlines • Ability to deputise for the HT in her absence • Effective problem solving skills • Effective administrative and organisational skills | |
| Strategic Development | <ul style="list-style-type: none"> • With HT the ability to formulate and communicate ethos, vision and values • Experience of school improvement planning • Clear evidence of whole school impact through recent work • Ability to identify examples of best practice elsewhere and adapt these • Ability to understand, analyse and interpret school performance data and use this information to improve performance • Ability to implement change and plan strategically • Familiarity with using ASP online & FFT | |
| Personal Attributes | <ul style="list-style-type: none"> • Value all children and be committed to the development of the whole child • Relate well to children, staff and parents • Ability to adapt to new 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 • Energy and enthusiasm • Integrity and loyalty • A good sense of humour | |