



# BURNHAM GRAMMAR SCHOOL

## Deputy Headteacher

### Person Specification

<b>Qualifications and experience</b>	<b>Essential</b>	<b>Desirable</b>
A good honours degree in a relevant subject.	✓	
Having qualified teacher status.	✓	
Evidence of participation in accredited professional development or further study (e.g. NQPSL, MA, NPQH)		✓
Experience in a senior leadership role.	✓	
A record of developing colleagues to improve the outcomes for students with measurable impact.	✓	
Experience of effective line management of colleagues and teams ensuring progress, accountability and the development of both leaders and their teams.	✓	
Experience of engaging with parents to resolve concerns regarding their child's progress and development.	✓	
Experience of working in a socially and culturally diverse school community.		✓
Experience of how to identify and remove barriers to learning.	✓	
Experience of pastoral care, safe-guarding, child protection, safe working practices and safer recruitment.	✓	
Experience of school self-evaluation and strategic development planning and review.	✓	
<b>Knowledge, skills and abilities</b>	<b>Essential</b>	<b>Desirable</b>
An outstanding classroom practitioner.	✓	
A committed, sensitive and dynamic team player.	✓	
The ability to lead, motivate and inspire all members of the school community, recognising and valuing their role in making the vision for the school a reality.	✓	
An ability to work proactively and independently.	✓	
Demonstrate the ability to successfully and creatively problem solve whilst maintaining an awareness of new and approaching developments and legislation.	✓	
A commitment to appropriately using ICT to develop learning.	✓	
A confident and competent user of ICT.	✓	
An exceptional verbal and written communicator who always demonstrates an awareness of their audience.	✓	
Ability to interpret, summarise, explain and use student achievement data.	✓	
Ability to observe and analyse lessons to identify key actions for improvement with strategies to achieve them within the learning and teaching ethos and policies of the school and department	✓	
<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
An enthusiasm for the core importance of developing teaching and learning.	✓	
The courage to hold difficult conversations with staff, students and parents to ensure supportive accountability that reinforces the school's ethos, aims, expectations and standards	✓	

A desire and habit to research and utilise policy changes, national and international best practice and research and a commitment to undertake further professional training as appropriate.	✓	
A commitment to helping students identify and develop their talents.	✓	
A firm belief in the potential of all students.	✓	
A strong belief and desire to develop the professional expertise and experience of all members of staff.	✓	
Resilience and a sense of humour.	✓	
The commitment to embrace, foster and promote the unique ethos of Burnham Grammar School.	✓	
Ambitious for promotion with a thirst for a range of experiences.	✓	
<b>The school is fully committed to the DfE guidance on Safeguarding Children and Safer Recruitment in Education and all candidates for the post will therefore be subject to vetting procedures following Buckinghamshire County Council's guidance on Safer Recruitment and Selection in Schools.</b>		