**Thurgoland CE Primary School Person Specification**

**Deputy Head Teacher**

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| **Personal Qualifications** | **Desirable/Essential** |
| 1. Qualified Teacher Status | E |
| 2. Evidence of further professional development | E |
| 3. Further professional qualifications | D |
| **Knowledge and Understanding** |  |
| 4. Substantial primary experience | E |
| 5. Experience of teaching in 2 key stages | D |
| 6. Experience of teaching Year 6 | D |
| 7. Excellent classroom practitioner | E |
| 8. High expectations for all learners and a commitment to inclusion | E |
| 9. An understanding of the use of performance data for school improvement |  |
| 10. Proven experience of leading and managing whole school improvement successfully in teaching and learning  | E |
| 11.Evidence of impact on raising standards in a specific responsibility area ie core subject  | E |
| 12.Experience of whole school curriculum management leading to school improvement | E |
| 13.Excellent understanding of effective teaching and learning strategies | E |
| 14.Good understanding of target setting and tracking | E |
| 15.Interest in and understanding of the arts and/ or science | D |
| **Leadership and management** |  |
| 16. Leadership and management experience for example leading a subject | E |
| 17. Awareness and understanding of whole school issues | E |
| 18. Demonstrate high expectations of staff and hold others to account | E |
| 19. Ability to set and meet challenging targets for pupils and the school | E |
| 20. Ability to analyse, prioritise and meet deadlines | E |
| 21. Experience of supporting staff in their development | E |
| 22. Experience of staff induction and performance management | D |
| 23. Experience of whole school review and self-evaluation | D |
| 24.Experience of having led whole school initiatives | E |
| 25.Demonstrate the ability to motivate, promote good relationships and effectively communicate with all stakeholders | E |
| 26.Demonstrate a commitment to working with outside agencies other schools and the community | E |
| 27.Experience of safeguarding and promoting the welfare of children including their mental health and well-being  | E |
| **Personal Qualities** |  |
| 28.Enthusiastic and proactive | E |
| 29.Approachable, caring , empathetic | E |
| 30.Works well in a team | E |
| 31.Is flexible, listens and is prepared to seek and act on advice | E |
| 32.Willing to support the Christian ethos and values of the school | E |
| 33.Committed to continuing professional development for self and others | E |
| 34.Committed to active parental involvement | E |
| 35.Creative approach to teaching, committed to making learning fun | E |
| 36.Able to deal sensitively with people and resolve conflict | E |
| 37.Commitment to extra-curricular activities | D |