



Deputy Headteacher Person Specification

Factor		Essential/ Desirable	Ascertained by
Professional Qualifications and Experience	• Qualified Teacher Status	E	Application Form
	• Degree	E	Documentary Evidence
	• At least 5 years successful teaching experience across the primary age range	E	
	• Evidence of recent training in whole school leadership and management (eg NPQSL/NPQH)	E	
	• Significant and successful subject/area leadership resulting in school improvement	E	
	• Evidence of outstanding teaching ability	E	
	• Deputy Headship experience	D	
	• Experience working in at least 2 key stages (EYFS/KS1/KS2)	D	
	• Experience of working in more than one school/setting	D	
Skills and Knowledge	• Good knowledge of the EYFS and primary curriculum	E	Application Form
	• An excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress	E	Interview
	• A track record of implementing successful strategies to raise attainment	E	Selection tasks
	• Good ICT skills	E	References
	• An understanding of the role of parents and community in school improvement and how this can be promoted	E	
	• A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level	E	



	<ul style="list-style-type: none"> • Experience of interpreting and using assessment data to raise achievement • Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing 	<p>E</p> <p>E</p>	
Leadership and Management	<ul style="list-style-type: none"> • Experience of delegating, supporting and monitoring the work of others • Experience of managing substantial change across a subject area or whole school • Successful experience of observing and evaluating teaching, providing effective feedback and implementing support • Ability to work effectively in partnership with the Headteacher • Experience of leading the professional development of staff within the context of school improvement 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Application Form</p> <p>Interview</p> <p>Selection tasks</p> <p>References</p>
Personal Qualities	<ul style="list-style-type: none"> • Ability to lead and motivate others • Ability to work collaboratively • Excellent interpersonal skills • Ability to communicate clearly and work effectively with all stakeholders • Ability to work on own initiative, make decisions and solve problems • Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines • Highly effective presentation and training delivery skills • A commitment to maintaining and promoting the school's ethos of inclusion, equality and respectful relationships 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Application Form</p> <p>Interview</p> <p>Selection tasks</p> <p>References</p>

