

Kingslea Primary School
Deputy Headteacher Person Specification



CRITERIA	WHERE TO FIND EVIDENCE A=applic. form I=interview R=reference D=document check	Essential	Desirable
QUALIFICATIONS AND EXPERIENCE			
Qualified teacher status	D	√	
Good honours degree	D	√	
Appropriate experience of the phase and age range	A/I	√	
Experience of working in more than one school and across different key stages	A/I		√
Experience of whole school impact on curriculum and/or teaching and learning	A/I	√	
SHAPING THE FUTURE			
Strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision	A/I/R	√	
Developing and sustaining a learning culture, that has the school's values at its core, including high expectations and standards of achievement for all		√	
Leading innovation, creativity and change		√	
LEADING TEACHING AND LEARNING			
Clear understanding of the principles and practice of effective learning and teaching	A/I/R	√	
Able to promote strategies for improving the quality of teaching and learning, including developing excellence, coaching colleagues and challenging poor performance		√	
Curriculum design and management that help to provide the choice and flexibility to meet the personal learning needs of every pupil			√
Monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement and personal development and wellbeing		√	
DEVELOPING SELF AND WORKING WITH OTHERS			
The significance of interpersonal relationships and strategies for promoting individual and team development	A/I/R	√	
Promoting an open, fair and equitable culture		√	
Understanding of the relationships between self-evaluation, performance management and continuing professional development		√	
The impact of change and different leadership styles on individuals and organisations			√
The role of collaboration and networking within and beyond the school			√

MANAGING THE ORGANISATION			
Principles, strategies and practice of school improvement and self evaluation	A/I/R	√	
Distribution and delegation of leadership responsibilities and management tasks as appropriate and monitoring their implementation			√
Managing the school efficiently and effectively on a day-to-day basis			√
Using informed judgements to make professional, leadership, managerial and organisational decisions			√
Knowledge of and commitment to the implementation of the safeguarding agenda		√	
SECURING ACCOUNTABILITY			
Principles and practice of quality assurance systems, including school review, self evaluation and performance management	A/I/R		√
Analysing and using the full range of evidence, including performance data and external evaluations to support, monitor, evaluate and improve aspects of the school, including challenging poor performance			√
Individual, team and whole school accountability for pupil learning outcomes		√	
STRENGTHENING COMMUNITY			
Embracing the richness and diversity of the school’s communities and the human and physical resources within them	A/I/R	√	
Strategies that encourage parents and carers as the prime educators to support their children’s learning		√	
Building and sustaining effective relationships with parents, carers, other schools and partners and the broader community		√	
SAFEGUARDING CHILDREN: SAFE RECRUITMENT AND SELECTION			
In addition to the candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including – <ul style="list-style-type: none">• Motivation to work with children and young people;• Ability to form and maintain appropriate relationships and personal boundaries with children and young people;• Emotional resilience in working with challenging behaviours;• Attitudes to authority and maintaining discipline	I	√	