**Person Specification:**

**DEPUTY HEADTEACHER**

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|  | **Attributes**  | **Essential**  | **Desirable**  |
| Qualifications & Training  | Qualified teacher status  | **🗸** |  |
| Evidence of further profession development in leadership & management  | **🗸** |  |
| Experience  | Successful experience in leadership position  |  | **🗸** |
| Outstanding teacher with a proven track record of raising standards  | **🗸** |  |
| Substantial teaching experience of effective teaching in EYFS and/or KS1 | **🗸** |  |
| Experience of line managing colleagues |  | **🗸** |
| Experience in leading teaching & learning across at least one key stages  | **🗸** |  |
| Experience and appreciation of the educational needs of pupils from a wide range of backgrounds  | **🗸** |  |
| Experience of leading whole school CPD  | **🗸** |  |
| Experience of working in partnership with other schools  | **🗸** |  |
| Curriculum leadership in one or more core subjects  |  | **🗸** |
| Experience of working with a Governing Body  |  | **🗸** |
| Experience of working with the International Primary Curriculum |  | **🗸** |
| Professional knowledge & understanding  | Sound understanding of current educational developments  | **🗸** |  |
| Knowledge & understanding of the principles and strategies of school improvement  | **🗸** |  |
| Ability to plan and think strategically  | **🗸** |  |
| Knowledge & understanding of personnel management issues  | **🗸** |  |
| Knowledge of role of the Governing Body  | **🗸** |  |
| Awareness of strategic financial planning, budgetary management and principles of best value  |  | **🗸** |
| Experience of whole-school curriculum management leading to school improvement  | **🗸** |  |
| Outstanding classroom practitioner  | **🗸** |  |
| A strong commitment to inclusion with high expectations of all learners  | **🗸** |  |
| Highly successful experience of leading and managing whole school developments in a number of areas regarding teaching & learning and raising standards of attainment and achievement across the school | **🗸** |  |
| Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement | **🗸** |  |
| Good understanding and use of assessment, including target setting and tracking | **🗸** |  |
| Understanding of effective techniques and policies for behaviour management | **🗸** |  |
| A good understanding of the requirements of transition between key stages | **🗸** |  |
| Leadership & management  | Senior leadership and management experience | **🗸** |  |
| A good understanding of whole school issues | **🗸** |  |
| Experience of planning for change, development and improvement | **🗸** |  |
| The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community | **🗸** |  |
| Ability to set & meet challenging targets for pupils and the school, and to enable others to do this | **🗸** |  |
| Ability to analyse, prioritise and meet deadlines | **🗸** |  |
| Experience of conducting staff induction, mentoring and performance management | **🗸** |  |
| Experience of whole school self-review and evaluation | **🗸** |  |
| Commitment to safeguarding and promoting the welfare of children | **🗸** |  |
| Able to demonstrate leadership qualities and people management skills | **🗸** |  |
| Able to motivate, promote good relationships and effectively communicate with all stakeholders | **🗸** |  |
| Experience of having led whole-school initiatives | **🗸** |  |
| Commitment to supporting community/external agencies involvement in school | **🗸** |  |
| Skills & qualities  | Fluent and effective communicator (to staff, parents, governors)  | **🗸** |  |
| Ability to manage and promote the spiritual, social, moral and cultural development of pupils  | **🗸** |  |
| Be able to demonstrate impact of current leadership role  | **🗸** |  |
| Can inspire and lead  | **🗸** |  |
| Self-motivated and hard-working  | **🗸** |  |
| Ability to forge strong links with staff, parents and the wider community  | **🗸** |  |
| Evidence of excellent punctuality and attendance  | **🗸** |  |
| A good sense of humour  | **🗸** |  |
| Creative, enthusiastic and proactive, keen to embrace new ideas and challenges | **🗸** |  |
| Approachable, caring and empathetic | **🗸** |  |
| Works well as part of a team | **🗸** |  |
| Flexible, listens and is prepared to seek advice and support | **🗸** |  |
| Committed to continuing professional development for self and others | **🗸** |  |
| Able to deal sensitively with people and resolve conflict | **🗸** |  |