**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 | **🗸** |  |