

Deputy Headteacher

Person Specification

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| Category | Essential | Desirable | Evidence form |
| Qualifications | * Qualified Teacher Status.
* Regular and appropriate CPD including evidence of recent leadership and management development
 | * NPQSL
* Higher degree
 | Application form |
| Leadership and ManagementExperience  | * Leadership experience at Assistant Headteacher level
* Successful leadership of a whole school initiative
* Use of proactive and dynamic strategies to manage day to day scenarios
* Use of proactive and dynamic strategies to drive achievement
* Successful experience of leading and managing changes through innovation
 |  | Application formLetter of application |
| Professional Knowledge and Understanding | * Knowledge of national education strategy, the wider context for schools and the contribution of education to promoting and sustaining a fair and equitable society
* Understanding of quality in teaching, learning and assessment and how to achieve excellence
* Understanding of the development of British values within the broader curriculum to support the school community, local community and students as citizens of the world
* Knowledge of monitoring and evaluating performance and use of school self-evaluation in order to raise achievement
* Understanding of tools for the interpretation, analysis and use of data to inform school improvement
* Knowledge of key considerations in effective management and development of people and other resources
* Knowledge of best practice and procedures for safeguarding children and young people
 |  | InterviewReferences  |
| LeadershipSkills | * Able to manage change i.e. national, local and school
* Able to communicate effectively orally and in writing to a range of audiences
* Able to think creatively to anticipate and solve problems
* Able to formulate a vision and strategy for the school and secure commitment to it from others
* Able to drive for improvement and challenging underperformance
* Able to establish and sustain appropriate structure and systems and monitor them
* Able to motivate, challenge and influence others to attain higher goals
* Able to develop and empower individuals and teams
* Able to deal sensitively with people and resolve conflicts
 |  | InterviewReferences  |
| Professionalqualities | * Committed to the development and maintenance of good relationships with staff, parents, students, governors and the community
* Positive, enthusiastic outlook, embracing risk and innovation
* Demonstrate respect and empathy towards others
* Resilience, perseverance and optimism in the face of difficulties and challenges
* The ability to be decisive, consistent and focused on solutions
* Commitment and dedication to social justice, equality and excellence
* Willingness to engage in collaborative partnership working, within and beyond the school
* Capacity to be flexible, adaptable and creative
* Committed to the continuing professional development of self and others within the school
* Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it
 |  | Interview References |