

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 Management  Experience | * 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 form  Letter 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 |  | Interview  References |
| Leadership  Skills | * 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 |  | Interview  References |
| Professional  qualities | * 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 |