**Person and Job Role Specification**

**Deputy Head Teacher**

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| **Category** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications and Training** | * QTS with acceptable Enhanced DBS Disclosure * Honours degree in relevant subject * A-level/s in relevant subject/s * A record of current and relevant further training and professional development * A sincere interest in further professional development | * Middle or Senior Leader accredited qualifications eg NPQSL * Wider professional qualifications or experience * MSc, relevant further training and development | * Application Form |
| **Strategic Leadership and Vision** | * Ability to lead, motivate, challenge and inspire staff and students * Ability to articulate, develop and realise our Ethos and Values * Take the strategic lead to development your area objectives in line with whole school priorities. * Ability to initiate and successfully implement change, including raising achievement and progress * Lead a team to achieve agreed goals * Clearly and confidently communicate to a range of different audiences * Deal successfully with situations that may include conflict resolution * Contribute effectively to work of Trustees (Governors) and senior colleagues * Effectively chair a variety of meetings * Lead performance review conversations * A commitment to inclusive education * A commitment to Self Directed learning as a preferred pedagogy * Willingness to embrace elearning and new technologies | * Experience of leading whole-school self-evaluation and using the outcomes in development planning * An awareness of inspection frameworks (SIS) and accountability * Assessing the effectiveness of teaching, learning and assessment * Represent the school within the wider community * Address under-achievement or progress of students * Support and address poor professional practice * Assessing the effectiveness of TA and LSA contribution to learning | * Application Form * Interview presentation to Trustees * References |
| **Successful Experience** | * An ability to evidence a deep knowledge and understanding of your subject(s) and of pupil attainment profiles * An ability to evidence teaching to a consistently high standard eg progress measures, examination results and value added measures * Being coached or coaching others * Tutoring and/or mentoring students * Evidence of building and sustaining effective professional working relationships with students, staff and parents * An ability to work effectively as part of a team and to show personal initiative * Contribute to reporting to parents | * Working or training within a “family” of schools * An awareness of, or experience of, Self-Directed Learning * Teaching across Key Stages 2-4 or Key Stages 3-5 * Leading department or whole school improvement projects * A commitment to Professional Development * Leading the professional department of others * Mentoring or coaching others staff * Mentoring students * Teaching within a Self-Directed Learning model * Experience of teaching children with moderate to profound learning needs | * Application Form * Interview presentation to Trustees * References |
| **Expertise** | * The Focus Ethos and Values are promoted and modelled through both your teaching and leadership. * An ability to intelligently and decisively use data to plan teaching and impact on teaching and learning * The ability to present “how” to use data for planning and teaching * Knowledge or experience of reporting to parents * Using wider school data to improve outcomes for students; eg attendance, rewards / sanctions, * Ability to offer extra-curricular activities or participate in wider School life * Manage Performance Review documentation and associated PD requests * Manage day-to-day operations such as staff absence, EVTs and scheduled school events * **Lead on the adoption of SDL as outlined in the annual plan and interim milestones.** | * Experience of leading data collection and reporting to parents * Confident EXCEL knowledge and skills * Confident database knowledge and skills * An ability and willingness to lead CPD or training * An ability to lead school improvement groups * Refined ICT skills, use of education technology and a vision of how ICT can transform learning | * Application Form * Interview presentation to Trustees * References |
| **Personal Attributes** | * The ability to model and contribute to the Ethos and Values of the Trust * Empathy and a positive regard for young people and staff * Energy, tenacity and determination; dedication and a willingness to work hard * Flexible, adaptable and able to prioritise, plan, and organise effectively; resilience under pressure * A persona that would command respect from the school and local community * An ability to manage your workload effectively | * The ability to think creatively to solve problems * Professional ambition * Self-reflection | * Application Form * Interview presentation to Trustees * References |