# Person specification: Deputy Headteacher

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| **Qualifications and training**  (Application) | **Essential** | **Desirable** |
| * Degree * Qualified Teacher Status * Recent and relevant professional development | **🗸** |  |
| * NPQH or NPQSL |  | **🗸** |

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| **Experience/employment record**  (Application/ Interview/ References) | **Essential** | **Desirable** |
| * Successful track record of school leadership at Deputy Head or Assistant Head level in the secondary sector in a school within the UK | **🗸** |  |
| * Successful track record of school leadership at Deputy Head or Assistant Head level in the secondary sector in a school with a sixth form within the UK |  | **🗸** |

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| **Personal qualities**  (Application/ Interview/ References) | **Essential** | **Desirable** |
| * Integrity and sound judgment * Strategic vision * Approachable, reliable, has presence * Consistently outstanding classroom practitioner * Commitment to own personal development * Supportive, energetic, driven and resilient * Inclusive and collaborative * An excellent role model * Able to inspire, mentor, influence and motivate others * An excellent people manager * Effective decision maker | **🗸** |  |

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| **Skills and knowledge**  (Application/ Interview/ References) | **Essential** | **Desirable** |
| **Leadership and management (student attainment and progress)**   * Ability to inspire high levels of performance from students and staff * Thorough understanding of monitoring and evaluation strategies relating to student outcomes and the ability to translate information and data into detailed plans and targets * Able to analyse and interpret complex data | **🗸** |  |
| **Leadership and management (curriculum, teaching & learning)**   * Thorough knowledge of the National Curriculum * Experience of curriculum delivery, monitoring and assessment * Understand and analyse complex curriculum issues * Understand the current issues in education * Understand school improvement strategies * Vision for developing CPD and teaching and learning strategies | **🗸** |  |
| **Leadership and management (of staff)**   * Ability to inspire others and provide strong leadership to teachers and support staff * Ability to delegate effectively * Experience of managing, developing and supporting staff * Commitment to a fair, open and collaborative culture | **🗸** |  |
| **Managing resources**   * Understand complex issues relating to school finances | **🗸** |  |
| **The community and other stakeholders**   * Understanding of the relationship between the school, the Trust and the Local Governing Body * Effective communicator with staff, students, parents, carers, external agencies and governors | **🗸** |  |
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