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| **Date: March 2018** |
| **Owner: FRE/MLP** |

**DEPUTY HEAD of PRIMARY**

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| **CRITERIA** | **ESSENTIAL COMPETENCIES** | **HOW IDENTIFIED** |
| **Experience** | * Substantial experience of teaching successfully in KS1 and KS2. * Substantial understanding of the EYFS * Substantial experience of leading and managing a core subject area * Substantial experience of working in mainstream primary education * Will have had some experience of teaching in a multicultural inner city environment | Application form  Desirable |
| **Qualifications/**  **Knowledge** | * Educated to degree level /Qualified teacher status * Will have experience of working with children with SEN/EAL * Thorough knowledge of the National Curriculum and National Literacy and Numeracy Strategies or Foundation Stage Curriculum * Thorough knowledge of tracking children’s progress with and without levels * Good Subject knowledge of teaching children to read * Good knowledge of statutory end of Key stage assessments * Higher degree | Application form  Interview  References  Desirable |
| **Strategic Leadership /**  **Leading and Managing Staff** | * Ability to inspire and motivate staff, pupils and parents * Evidence of successful strategies for planning, implementing, monitoring and evaluating the curriculum * Ability to prioritise work load, analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these * Ability to lead, model and manage positive behaviour, good order and assertive discipline in the school * Experience of working in and leading staff teams in a positive and supportive method. * Ability to delegate work and support colleagues in undertaking responsibilities * Experience of appraisal and supporting the continuing professional development of colleagues * Experience of working with governors to enable them to fulfil their responsibilities * Understanding of effective budget planning and resource deployment | Desirable |
| **Skills / abilities** | * Excellent classroom practitioner * Demonstrable ability to be adaptable and solve problems * Show a willingness to learn, acquire and apply new knowledge and skills * Good interpersonal skills * Good communication skills, both written and oral * Good influencing/negotiating skills * Evidence of ongoing CPD | Application form  Interview  References |
| **Commitment** | * To practise equal opportunities in employment and service provision * To maintain a personal commitment to professional development, linked to the competencies necessary to deliver the requirements of this post * To maintain consistently high standards and expectations in all aspects of the job | Application form  Interview |

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| **Personal** | * Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit * Ability to work independently and as part of a team. Sensitivity to the needs of others * Openness and willingness to address and discuss relevant issues * Ability to remain positive and enthusiastic when working under pressure | Interview |