|  |  |  |
| --- | --- | --- |
|

|  |  |
| --- | --- |
|  | **EDMONTON COUNTY SCHOOL****DEPUTY HEAD of PRIMARY****PERSON SPECIFICATION**  |

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

**DEPUTY HEAD of PRIMARY**

|  |  |  |
| --- | --- | --- |
| **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 formDesirable  |
| **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 formInterviewReferencesDesirable |
| **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 formInterviewReferences |
| **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 formInterview |

|  |  |  |
| --- | --- | --- |
| **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 |