

Person Specification



Job Title: Deputy Headteacher (Behaviour, Safety and Staffing)

Grade / Salary: Leadership Scale (L28-L32)

It is recognised that candidates may not meet all of the Essential criteria, but we are looking for the best fit for our students and school.

EDUCATION

		Evident in Application	Evident at Interview
<i>Essential</i>			
1.	Qualified Teacher Status	✓	
2.	A good honours degree and proven record of effective teaching	✓	
3.	A proactive approach to own professional development with evidence of recent relevant personal professional development appropriate to this post	✓	✓
4.	Experience of managing whole school issues and experience of working on a Senior Leadership Team	✓	✓

EXPERIENCE

<i>Essential</i>			
5.	A clear vision of education and its purpose in an inclusive environment with the energy and optimism to drive the vision through	✓	✓
6.	Have a strong commitment to outstanding progress and attainment for all	✓	✓
7.	Sound knowledge of current educational issues (11-19)	✓	✓
8.	Clarity of thought, ability to think through problems and produce solutions often under pressure	✓	✓
9.	To have experience of raising student achievement and whole school improvement	✓	✓
10.	To be able to handle data analysis, its interpretation and lead colleagues through planning, implementing and delivering appropriate responses		✓
11.	Commitment to continuous improvement	✓	✓
12.	Experience of leading curriculum or pastoral area	✓	✓
13.	To support the development of all staff	✓	✓
14.	Excellent interpersonal and communication skills with an ability to present to a variety of audiences	✓	✓
15.	To support a collegiate leadership style and the vision of the Co-Headteachers	✓	✓

		Evident in Application	Evident at Interview
16.	To demonstrate expertise and emotional intelligence in managing challenging situations	✓	✓
17.	To demonstrate strategic thinking and cyclical planning as a part of school self-evaluation and improvement	✓	✓
18.	Optimism and resilience appropriate to the demands of this role	✓	✓
19.	Ability and desire to progress to a Headship	✓	✓
20.	Ability to lead on the recruitment and retention strategy	✓	✓
21.	A good knowledge and awareness of statutory requirements at Key Stages 3, 4 and 5.		✓
22.	The ability to communicate effectively and appropriately with staff, students and parents/carers, and to be able to prepare reports, profiles and maintain clear and comprehensive records.	✓	✓
23.	Excellent behaviour management skills		✓
24.	Ability to manage educational and physical resources	✓	✓
25.	Ability to liaise with Inspectors and outside agencies		✓
26.	Ability to interpret DFE regulations and to develop appropriate policies	✓	✓
27.	Good administration and organisation skills	✓	✓
28.	Ability to work collaboratively	✓	✓
29.	Good written communication	✓	✓
<i>Desirable</i>			
30.	A track record of school innovation	✓	✓
31.	Good knowledge and understanding of effective learning and teaching strategies		✓
32.	To evidence quality assurance of learning and teaching through monitoring performance and outcomes		✓
33.	Knowledge and understanding of staffing and personnel	✓	
34.	Experience of leadership of safeguarding	✓	✓

PERSONAL

<i>Essential</i>			
35.	A strong sense of loyalty to the school.	✓	✓