**High Lane Primary School - Deputy Headteacher**

**Creating the future, today**

**Person Specification**

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| **Criteria** | **Essential** | **Desirable** | **Assessment** |
| **Qualifications** | * QTS (Primary age range)
* Degree level (or equivalent) qualification
 | * Further professional qualification e.g Leadership Pathway, NPQH,
* National Award for SEND
 | * Application form
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| **Experience** | * At least 5 years’ experience (in EYFS/KS1/KS2)
* Excellent classroom practitioner
* Demonstrable evidence of Senior Leadership experience e.g. Current Deputy or Assistant Head, Key Stage Leader
* Proven leadership in raising the standards of learning and teaching
* Effective management of change
* Aspects of leadership and management in a whole school context
* Whole school curriculum leadership
* Involvement in systems for recording individual pupils’ progress and collecting interpreting specialist assessment data
 | * Teaching experience in more than one school
* Experience of working in a wider context than an individual school
* Leading of INSET
* Effective collaboration with external agencies
* Development of innovative learning and teaching
* Designated Safeguarding Lead
* Use of technology to improve systems that raise pupil achievement
* Effective contribution to SEF
* Ability to effectively lead SEND
 | * Application form
* Task
* Interview
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| **Professional Development** | * Evidence of relevant further professional development
 | * Evidence of leading on the professional development of other staff
 | * Application form
* Interview
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| **Personal qualities, skills and characteristics** | * Cognisant with outstanding practice
* Build and maintain professional relationships with children, staff, parents and governors
* Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents and governors
* Inspire, challenge and motivate and empower others
* Think creatively to anticipate and solve problems
* Build on current good practice whilst moving the school forward with vision and vigour
* Develop effective teamwork and be able to contribute to a range of teams
* Think strategically and contribute to creating a coherent school vision
* Inclusive approach to education
* High expectations of self and others
* Manage and resolve conflict sensitively
* Commitment, honesty and dedication
* Ability to manage own time effectively
* Reliability and integrity
* Resilience and tenacity
 | * Knows what ‘outstanding’ looks like and the proven ability to develop outstanding practice in self and others
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| **Knowledge/****special attitude** | * Knowledge of current educational trends, curriculum developments and educational initiatives
* Secure knowledge of statutory requirements relating to the curriculum and assessment
* Passionate about children’s learning
* Commitment to safeguarding and promotion of the welfare of children and young people
* Knowledge of the latest Ofsted requirements relating to Learning, Teaching and Self Evaluation
* Excellent strategies for behaviour for learning
* A dedication to high academic standards
* Sound knowledge of the Early Years Curriculum and Primary National Curriculum 2014
* Excellent English and Maths skills
 | * Knowledge of SEF requirements
* A creative approach to learning and teaching
* Some experience of whole school budgeting
* Proven ability in the development of effective structures and systems
* Knowledge of the role of the Governing Body
* Knowledge of Restorative Approaches
 | * Task
* Interview
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| **Other** | * Enthusiasm and humour
* Excellent record of attendance and punctuality
* Capable of realistic self-assessment
* Open and honest
* Fulfil the requirements of an enhanced DBS disclosure
* Willingness to support extra-curricular activities
 |  | * Task
* Interview
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