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| VILLAGE LOGO | **Person Specification****Deputy Headteacher** | VILLAGE LOGO |

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| **Attributes**  | **Criteria**  | **Essential or Desirable**  |
|  Qualifications/ ProfessionalDevelopment | Qualified teacher status  | E |
| Other professional qualifications (NPQ’s etc) | D |
| Evidence of continuing professional development (leadership and management, and curriculum/teaching and learning.) | E |
| Ability to identify own learning needs and to support others in identifying their learning needs.  | E |
|       Experience | Successful teaching experience - record of high quality teaching grades overall | E |
| Recent teaching experience within the primary range  | E |
| Teaching experience in more than 1 key stage  | D |
| Successful experience of leading one or more curriculum areas.  | E |
| Successful experience in a middle leadership/ management role.  | E |
| Experience of being a member of a senior leadership team.  | D |
| Experience of being a reviewer/ appraiser, supporting others to successfully develop through performance management / other professional development opportunities.  | D |
| Experience of working with other schools / organisations / agencies.  | E |
|  | Recent experience of working with EAL pupils in school & thus awareness of their needs/ challenges | D |
| StrategicLeadership | Ability to aspire and motivate staff, pupils, parents and governors to achieve the aims of the school.  |  E  |
| Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement.  |  E  |
| Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these.  | E  |
| Knowledge of what constitutes quality in educational provision in its broadest sense. |  E  |
| Awareness of proven strategies for raising standards and the achievement of all pupils. (eg EEF) | D |
| Understanding of and commitment to promoting and safeguarding the welfare of pupils.  |  E  |
| Knowledge of the role of the Governors.  | E |

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| Teaching,Learning & Assessment | A secure understanding of the requirements of the National Curriculum & EYFS | E |
| Knowledge and experience of a range of successful teaching and learning strategies that meet the needs of the pupils.  |  E  |
| A secure understanding of assessment strategies and their impact on learning and progress | E |
| Experience of effective monitoring and evaluation of teaching and learning.  | E |
| Understanding of successful teaching and learning across the curriculum, across all key stages - EYFS, KS1 & KS2 | E |
| High expectations for all pupils in terms of their achievements, improvements and progress | E |
| Experience and awareness of how to promote and develop SMSC development across the school | E |
| Understanding of effective behaviour management & its impact on pupils’ progress, development and achievement | E |
| Leading andManagingStaff | Experience of working and leading staff teams such as phase leaders or middle management.  | E  |
| Ability to delegate work and support colleagues in undertaking responsibilities.  |  E  |
| Experience of working with Governors to enable them to fulfil whole school responsibilities.  |  D  |
| Successful involvement in staff recruitment, appointment and induction.  |  D  |
| Understanding of how financial and resource management enable a school to achieve its educational priorities.  |  D  |
|  | Ability to build and maintain good relationships.  | E  |
| Ability to challenge & influence in order to bring about improvements. | E |
| Ability to remain positive and enthusiastic when working under pressure.  |  E  |
| Personal skills, attributes & qualities | Ability to organise work, prioritise tasks, make decision and manage time effectively.  |  E  |
|  | Empathy with children/ staff.  | E  |
|  | Good communication/interpersonal skills.  | E  |
|  | Effective ICT skills.  | E  |
|  | Adaptable & flexible | E |
|  | Energetic and enthusiastic | E |
|  | Resilient  | E |
|  | Good sense of humour | E |
| References | Positive recommendation in professional references. | E |
| Professional reference without reservations.  | D |
| Strong positive examples of middle or senior leadership impact.  | E |
| Safeguarding | Village Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.  | E |