



St White's Primary School



Challenge, Commit, Conquer and Celebrate



Deputy Headteacher Person Specification

Essential	Desirable	Evidence
Qualification and Continuing Professional Development		
<ul style="list-style-type: none"> Qualified Teacher Status Recent and relevant professional development 	<ul style="list-style-type: none"> NPQH Degree or further advanced qualification 	Application
Experience		
<ul style="list-style-type: none"> Record of successful classroom teaching. Experience of the development of children's learning across all the primary phases Experience of using assessment data to inform decision making Able to demonstrate a rigorous approach to all safeguarding matters Proven experience of committed, innovative provision for disadvantaged pupils 	<ul style="list-style-type: none"> Experience of significant improvement in schools Experience of school development planning, writing, delivering, monitoring Currently a highly regarded deputy headteacher, acting deputy headteacher or member of SLT Experience of being a DSL or deputy DSL 	Application Interview Process Reference
Leadership & Management		
<ul style="list-style-type: none"> An effective management style, able to successfully take measured risks and find creative solutions. Strong analytical ability – able to analyse both behaviour and data to inform planning. Able to lead, motivate, support, challenge and thereby raise standards Able to articulate theories of teaching and learning and to give strong feedback on classroom performance 	<ul style="list-style-type: none"> Evidence of a strategic approach to assessment for learning Evidence of a strategic approach to CPD for all staff Evidence of managing change Experience of successful leadership of whole school initiatives. 	Application Interview Process Reference

Sneyd Wood Road, Cinderford, Gloucestershire, GL14 3GD

Tel: 01594 822311

chair@st-whites.gloucs.sch.uk

<http://www.st-whites.gloucs.sch.uk>



"This is a good school."
Ofsted 2015



St White's Primary School



Challenge, Commit, Conquer and Celebrate



Essential	Desirable	Evidence
Key Skills		
<ul style="list-style-type: none"> • Able to empower staff to be able to maintain a dedicated and highly motivated staff team • Have excellent classroom skills to enable leadership of staff by example • Excellent interpersonal skills, able to communicate and inspire trust and warmth • Strong presentation skills with the ability to engage others and to listen • Excellent time management, organisational and delegation skills, able to manage workloads • Financial competence 	<ul style="list-style-type: none"> • Have a belief in the value of extra-curricular activities • Experience of performance monitoring • Experience of working successfully with groups such as Governors, PTA, extended school groups, community groups • Experience of working with other professional agencies, learning networks and partnerships. • Experience of working with budgets 	Interview Process Reference
Personal Qualities/Characteristics and Values		
<ul style="list-style-type: none"> • Courage and ambition to lead, challenge and innovate to drive the school from good to outstanding. • Resilient and calm under pressure while retaining an air of authority • Approachable, highly visible and responsive to the wider school community, especially pupils and parents • Personal qualities of commitment, integrity, flexibility and enthusiasm • Able to demonstrate good humour, adaptability and empathy 	<ul style="list-style-type: none"> • Able to show creativity and excitement about the curriculum and its possibilities for enhancing learning • Ability to articulate the rationale for curriculum design 	Interview Process Reference

Sneyd Wood Road, Cinderford, Gloucestershire, GL14 3GD

Tel: 01594 822311

chair@st-whites.gloucs.sch.uk

<http://www.st-whites.gloucs.sch.uk>



"This is a good school."
Ofsted 2015