

**Person Specification – Deputy Head Teacher**

The Primary First Trust, Governing Body, parents and children of Lessness Heath Primary School are seeking to appoint a new Deputy Head Teacher.

The successful applicant will be forward thinking, highly motivated and inspirational for both staff and children alike. They will have experience of successful leadership at a number of levels. They will be enthusiastic, dynamic and resourceful in their approach to assisting the development of the school and its staff. They will demonstrate a commitment to, and a genuine interest in, the pastoral and educational welfare of the school.

**It is expected that the successful candidate will satisfy the following specification:**

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| **Specification** | **Essential** | **Desirable** |
| Qualificationsand Experience  | * Either already a Deputy Headteacher/Assistant Headteacher; or

 * Evidence of recent and successful middle or senior leadership in a Primary school
* Educated to degree level
* Qualified Teacher Status with evidence of excellent classroom practice
* Relevant, recent professional development
* Experience of working across the EYFS, Key Stage 1 or 2 in the state sector
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| Leadership | * Evidence of providing inspiration and strong leadership to teaching staff
* Evidence of leading by example in order to promote the school’s vision and values for the pupils, staff, governors and parents of the school
* Commitment to, and understanding of, equal opportunities across all aspects of the school
* Demonstrated ability to co-ordinate and lead on different curriculum areas.
* Knowledge of best practice and procedures for safeguarding children and young people
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| Teaching and Learning  | * Sound understanding of how children learn and of how effective teaching methods can drive school improvement
* Evidence of assessing, monitoring and evaluating the quality of teaching standards and the delivery of the curriculum across the primary phase
* Evidence of using data, benchmarks and feedback to monitor progress in children’s learning
* Confident in the use of ICT to raise educational standards

 * Working knowledge of SEND, intervention and inclusion provision
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| Monitoring and Evaluation  | * Evidence of the ability to monitor and evaluate pupil standards and achievements against targets and to use this information to improve the quality of teaching and learning
* Ability to effectively identify pupil needs and target intervention appropriately
* Ability to provide Headteacher and Senior Leadership Team with relevant provision and pupil performance information
* Ability to ensure records and systems for monitoring progress are effective.
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| Staff Management and Development | * Proven track record of staff management with the ability to build and motivate a strong team and enable:

a) all staff to carry out their respective roles to the highest standard; b) the teaching staff to work effectively together to deliver school improvement * Experience of managing and developing teaching staff
* Experience of carrying out staff performance management appraisals

 * Experience of staff recruitment
* Ability to lead continuing professional development for all staff
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| Community | * Assisting in the creation and implementation of an effective parent involvement strategy that will ensure parents are:
* involved with the school and have confidence in the school and its leadership;
* well informed about the curriculum and pupil attainment and progress;
* clear about the contribution that they can make to achieving the school’s targets for improvement
* Understanding of the importance of values development within the broader curriculum and the ethos of an inclusive school.
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| Personal Attributes | * Excellent communication and interpersonal skills
* Adaptable to changing circumstances and new ideas
* Approachable and enjoys being highly visible to staff, children and parents

 * Energetic, adaptable, enthusiastic and reliable with personal impact and presence
* Self-motivated with a high level of organisational skills and the ability to prioritise workload effectively
* Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement
* Passionate about delivering high quality education to children and their families
* Values diversity and the unique place and contribution every individual makes to the learning community
* Demonstrates professionalism, loyalty and integrity with humour and humility
* Demonstrates a commitment to safeguarding and ensuring the welfare and wellbeing of all pupils in the school
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| The Primary First Trust and the Governing Body will be using the following assessment tools in the appointment process: * Application form
* Interview
* Assessment activities (including teaching)
* Reference checks
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