



DRAYTON MANOR HIGH SCHOOL

PERSON SPECIFICATION

POST TITLE: Deputy Head

All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Recognised Qualified Teacher Status• Graduate level Qualification/Degree or equivalent• Evidence of recent and relevant professional development	<ul style="list-style-type: none">• Masters in Education or Leadership
Experience	<ul style="list-style-type: none">• Relevant and successful Senior Leadership experience• Recently worked in a good or outstanding school and understands and can demonstrate what excellence looks like• A proven track record of raising attainment and improving teaching and/or the curriculum• Evidence of successfully leading change, creativity and innovation• Experience of designing and implementing quality assurance processes which raise standards• Evidence of being an excellent teacher and curriculum leader with the ability to coach and mentor others to achieve, maintain and exceed professional standards	<ul style="list-style-type: none">• A track record of working effectively with a Governing Body to ensure appropriate monitoring and accountability of school improvement work
Ability / Skills	<ul style="list-style-type: none">• Thorough knowledge of the National Curriculum and extensive experience of curriculum design and assessment• Excellent understanding of current theory and best practice in teaching and learning• Ability to inspire others and provide strong leadership to	<ul style="list-style-type: none">• The ability to analyse complex issues relating to finance and resources

	<p>teachers and support staff</p> <ul style="list-style-type: none"> • The ability to work with all staff to create and implement a strategic School Improvement Plan based on a thorough evaluation of the School to ensure that students achieve high standards and make good progress 	
Equal Opportunities	<ul style="list-style-type: none"> • Commitment to equal opportunities • Ability to promote and support the school's Equal Opportunities Policy 	
Safeguarding	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 	
Personal Qualities and Disposition	<ul style="list-style-type: none"> • The ability to provide dynamic, consistent and motivational leadership to ensure the successful delivery of the vision, ethos and overall education strategy • An exemplary leader who will be highly visible across the academy and demonstrate strong personal commitment to achieving excellence • A strong, flexible, optimistic and collegiate leadership style when dealing with governors, senior leaders, staff, students, parents and the wider school community • The personal attributes to appropriately and proportionately challenge, motivate and empower others to attain ambitious outcomes • Ability to work hard with competing deadlines, prioritising appropriately, a belief in teamwork, collaboration and maintaining good humour • Energetic and enthusiastic with a naturally positive outlook • Ability to function effectively under pressure • Evidence of commitment to and understanding of collective responsibility • A belief in the importance of teamwork and a collaborative approach and an ability to build supportive working relationships with colleagues both within and outside the department • Meticulous attention to detail • A willingness to commit time to extra-curricular activities 	