



The Carlton
Academy

Person Specification – Deputy Headteacher: Teaching and Learning

| | Essential | Desirable |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications | <ul style="list-style-type: none"> • Qualified teacher status or recognised equivalent • Degree qualification • Evidence of continuous professional development • Relevant training and qualifications in safeguarding training | <ul style="list-style-type: none"> • Hold (or be working towards) a senior leadership qualification |
| Experience/ Knowledge | <ul style="list-style-type: none"> • Proven success in improving student outcomes within a school • Proven success with significant senior leadership responsibility • Experience of managing teams, supporting and challenging at all times • Appraising staff • Teaching experience Key Stage 3 and Key Stage 4 • Proven success in mentoring/coaching and leading colleagues • Ability to use/analyse assessment data systems to raise standards • Strategies that can improve provision from good to outstanding • Delivered highly effective CPD to teams and staff body in relation to teaching and learning | <ul style="list-style-type: none"> • Teaching experience at Key Stage 5 • Experience of leading curriculum and pastoral aspects within a school setting |
| Personal Skills and Qualities | <ul style="list-style-type: none"> • Excellence at all levels and a determination to succeed • Achieving the highest standards of teaching and learning for all students • Motivate others and adopt a positive approach to education • Promotion of the ethos and values of The Carlton Academy and The Redhill Trust • Establishing a high quality, stimulating learning environment • Ongoing relevant professional self-development | |
| Specialist Skills and Knowledge | <ul style="list-style-type: none"> • Show knowledge of current education legislation, Ofsted framework, best practice, national trends and innovation • Ability to deputise in the absence of the Head of School | <ul style="list-style-type: none"> • Experience and understanding of eLearning and on-line working tools within a school setting |

| | | |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| | <ul style="list-style-type: none"> • Ability to work effectively as a member of a leadership team, to show initiative and imagination, to have vision and inspire others • Ability to plan, prepare and deliver a curriculum relevant to the age and ability of students • Ability to efficiently and effectively manage administrative work • Ability to support staff and students in maintaining high standards • Ability to form good working relationships with all staff • Ability to create a stimulating and safe learning environment • Ability to lead a team of staff to ensure the right outcomes for students are achieved • Ability to establish and maintain a purposeful working atmosphere • Ability to assess and record the progress of students' learning • Demonstrate a commitment to equal opportunities • Able to encourage children in developing self-esteem and respect for others • Ability to successfully deploy a wide range of effective behaviour management strategies • Ability to communicate to a range of audiences using a variety of techniques | |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

January 2021