

Thomas Arnold Primary School

Deputy Headteacher Person Specification

Qualifications/Experience	Desirable	Essential
Qualified Teacher Status		✓
Evidence of being an outstanding classroom teacher		✓
Substantial relevant and recent experience of whole school leadership		✓
Evidence of personal professional development over the previous five years		✓
NPQH or commitment to completing NPQH or equivalent.	✓	
Providing Vision and Strategic Direction		
Experience of school self-evaluation and performance management processes to lead school improvement.	✓	
A clear understanding of strategic planning		✓
A commitment to developing an effective team culture that enables pupils and staff to excel.		✓
A clear knowledge of the Ofsted framework and commitment to sufficiently prepare for an inspection.	✓	
Leadership		
Ability to lead by example, inspiring and motivating staff and pupils to generate high standards of work.		✓
Ability to manage change successfully to improve standards.	✓	
Ability to ensure the successful implementation of the school development plan.		✓
Experience of analysing data and using this analysis to inform planning and practice.		✓
Ability to demonstrate a commitment to developing others.		✓
Learning and Teaching		
Demonstrates effective use of both innovative and traditional approaches to teaching and learning.		✓

Demonstrates a clear understanding of high-quality teaching and learning and the ability to offer constructive guidance.		✓
Demonstrates a proven success in raising standards.		✓
Shows understanding of, and commitment to, inclusive education		
Demonstrates a clear understanding of what constitutes a broad and balanced curriculum that meets statutory requirements, and which is sufficiently well differentiated and resourced to meet the needs of all pupils.		✓
Demonstrates an interest in a commitment to use of education research, identifying new evidence-based initiatives to enhance pupil outcomes	✓	
Additional Skills and Abilities		
The ability to relate positively to the headteacher, pupils, colleagues, parents, governors and others who contribute to the work of the school.		✓
The communication skills needed to provide clear and accurate information and well-informed advice	✓	
The ability to organise and manage work effectively i.e. being able to prioritise and organise tasks, make decisions, support and delegate when appropriate	✓	
To have high expectations of pupils' learning, attainment and behaviour and of one's own professional abilities and those of colleagues.		✓
Stakeholder Engagement		
The ability to communicate and network with other stakeholders for the benefit of the whole school.	✓	
A record of supporting extracurricular activity and placing the school at the heart of the community.	✓	

***Please add a personal statement of NO MORE than 2 sides of A4 paper to your application form. (Arial font, size 11)**