

# Wincanton Primary School

## Deputy Headteacher Person Specification

Position: Deputy Headteacher

Reporting to: Headteacher

Scale: L6-10



*Method of candidate assessment: A=Application form, I=Interview, T=Tasks*

*Weighting: 3=most important, 1= least important*

Selection criteria	Method	Essential/ Desirable
<b>Professional qualifications and experience</b> <ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>At least 5 years successful teaching experience across the primary age range</li> <li>Experience of working in at least 2 key stages (FS/KS1/KS2)</li> <li>Experience of teaching in more than one school/setting</li> <li>Evidence of recent professional development relevant to the post</li> <li>Evidence of recent training in whole school leadership and management</li> <li>Significant and successful subject/area leadership resulting in school improvement</li> <li>Evidence of outstanding teaching ability</li> <li>Working knowledge of safeguarding policy and practices.</li> </ul>	A (3) A (3) A (2) A (2) A (2) A (2) A/I (3)  A/I (3) I (3)	E E E D E D E  E
<b>Skills and Knowledge</b> <ul style="list-style-type: none"> <li>Good knowledge of the EYFS and primary curriculum</li> <li>An excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress</li> <li>A track record of implementing successful strategies to raise achievement</li> <li>Good ICT skills</li> <li>An understanding of the role of parents and community in school improvement and how this can be promoted</li> <li>A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level</li> <li>Experience of interpreting and using assessment data to raise achievement</li> <li>Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing</li> <li>Experience of the Early Help Agenda and TAC/TAS</li> </ul>	 I (3) A/I/T (3)  A/I (3) A/T (2) I (3)  I (3)  I/T (3) A/T (3)  A/I (3)	E E  E D E  E  E E E E E
<b>Leadership and Management</b> <ul style="list-style-type: none"> <li>Experience of delegating, supporting and monitoring the work of others</li> <li>Experience of managing substantial change across a subject area or whole</li> <li>Successful experience of observing and evaluating teaching, providing effective feedback and implementing support</li> <li>Ability to work effectively in partnership with the Headteacher</li> <li>Experience of leading the professional development of staff within the context of school improvement</li> <li>Success at promoting inclusive practice across a school that leads to high expectations for all learners</li> <li>Experience of acting as an outstanding model of teaching for others</li> <li>Promoting safeguarding practices across the school</li> </ul>	 A/I (3) A/I (3)  A/T (3) I (3) A/I (3)  I (2)  A (2) A/I (3)	E E  E  E E E  E E
<b>Personal Qualities</b> <ul style="list-style-type: none"> <li>Ability to lead and motivate others</li> <li>Ability to work collaboratively</li> <li>Excellent interpersonal skills</li> <li>Ability to communicate clearly and work effectively with all stakeholders</li> <li>Ability to work on own initiative, make decisions and solve problems</li> <li>Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines</li> <li>Highly effective presentation and training delivery skills</li> </ul>	 I (3) A/I (3) I (3) A/I (3) A/I (2) A/T (3) I(3)  A(2)	E E E E E E E  E