



Deputy Headteacher
Pay Range L19-24

Person Specification

Job Title: Deputy Headteacher
Accountable to: Headteacher

1. Elements required to undertake the job are provided under specific headings. Each element is essential or desirable as indicated by an E or D in the "E/D" column.
2. How the evidence will be tested is indicated under the remaining columns.

The following methods of assessment will be used:

- Interview.
- Structured discussions with the Headteacher, Senior Leaders, Governors and stakeholders.
- Technical Assessment of application against criteria.
- Presentation.
- Activities designed to provide evidence to assess against Person Specification.

A	TRAINING & QUALIFICATIONS	E/D	A	I	R
1	Qualified Teacher Status	E	✓		
2	Degree (or equivalent)	E	✓		
3	Evidence of recent professional development	E	✓		
4	Leadership or other relevant qualification	D	✓		
B	EXPERIENCE OF TEACHING & KNOWLEDGE	E/D	A	I	R
1	Excellent classroom practitioner	E	✓	✓	✓
2	Up to date knowledge in the areas of Leadership and Management, the Quality of Education, Behaviour and Attitudes and Personal Development	E	✓	✓	✓
3	Demonstrable track record of effective monitoring and evaluation of student behaviour, attendance and progress and intervention management to ensure improvement	E	✓	✓	✓
4	Demonstrable track record of embracing and implementing innovation in student motivation	D	✓	✓	✓
5	Demonstrable evidence of leading strategy to improve student outcomes	E	✓	✓	✓
6	Demonstrable evidence of providing comprehensive analysis regarding key performance indicators for student outcomes	D	✓	✓	✓
7	Experience of leading and line managing a significant team	E	✓	✓	✓
8	Ability to use pastoral and academic information to ensure the progress of the whole child	D	✓	✓	



9	Experience of leading effective whole school improvement strategy	E	✓	✓	✓
10	Experience of effectively supporting others to improve their practice and ability to secure progress	E	✓	✓	✓
11	Knowledge of SEND and Inclusion processes and procedures	D	✓	✓	✓
C	PROFESSIONAL DEVELOPMENT	E/D	A	I	R
1	Commitment to supporting CPD to develop the school	E	✓	✓	
2	Experience of effective school improvement initiatives	E	✓	✓	
3	Evidence of active interest in staff development through CPD, staff appraisal and school improvement planning	D		✓	
D	PERSONAL SKILLS & ATTRIBUTES	E/D	A	I	R
1	Ability to communicate an effective school vision, high expectations and support the ethos and values of the school	E	✓	✓	✓
2	Demonstrable ability to work effectively in a wide partnership, lead and strategically challenge under performance to achieve school improvement	E	✓	✓	
3	Demonstrable ability to effectively use data and information to drive school improvement and progress	E	✓	✓	✓
4	Demonstrable ability to effectively lead the management of student attitudes to learning and outcomes	E	✓	✓	✓
5	Evidence of improving students outcomes and supporting staff to ensure strong understanding of behaviour for learning, engagement and well-being	D	✓	✓	✓
6	Commitment to raising standards and achieving the highest standards of engagement and attainment for young people and staff	E	✓	✓	✓
7	Highly effective pastoral/curriculum management ensuring effective provision for all students	D	✓	✓	✓
8	Ability to form and maintain appropriate relationships and personal boundaries with students	E	✓		✓
9	Emotional resilience in working with challenging behaviour and a commitment to a restorative approach	E	✓		✓
10	Ability to lead programmes to coach/mentor, support and challenge staff and students to ensure engagement, progress and well-being	D		✓	
11	Evidence of being able to build and sustain effective working relationships with staff, Governors, parents/carers and the wider community	D	✓		✓

E/D = Essential or Desirable
A = Application Form
I = Interview/Selection process
R = References

Blue Coat Church of England School and Music College is committed to safeguarding and promoting the welfare of children. Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.