



Senior Deputy Headteacher

PERSON SPECIFICATION

Education and Qualifications

	Essential	Desirable	Method
Qualified Teacher Status	✓		A
Degree	✓		A
Sustained professional development	✓		A
Accredited postgraduate study		✓	A

Experience

	Essential	Desirable	Method
Substantial experience of working strategically and successfully at a senior leadership level to bring about change and improvement	✓		A/SP
Experience of implementing strategies for improving the quality of teaching and learning, including promoting excellence and challenging poor performance	✓		A/SP
Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement and personal development and wellbeing	✓		A/SP
Experience of HR and financial management at the senior level		✓	A/SP
Successful experience of the delegation of leadership responsibilities and management tasks as appropriate, and monitoring their implementation and impact	✓		A/SP
Experience of building and sustaining effective relationships with parents, carers, other schools and partners and the broader community that enhance the education of pupils	✓		A/SP
Experience of leading staff development in own/other schools and settings		✓	A/SP
Knowledge of and commitment to the implementation of the safeguarding agenda	✓		A/SP

Leadership and Management

	Essential	Desirable	Method
Evidence of holding others to account successfully, to contribute to school improvement	✓		A/SP

The ability to manage change in order to raise expectations and standards	✓		A/SP
Evidence of establishing and sustaining effective organisational structures, systems, policy and practice	✓		A/SP
Evidence of employing quality assurance systems, including school review, self-evaluation and performance management to improve standards and outcomes	✓		A/SP
Extensive experience of developing staff and team building	✓		A/SP
Experience of working with Governors	✓		A/SP

Skills

	Essential	Desirable	Method
Outstanding classroom practitioner with a proven record of securing high quality outcomes for students	✓		A/SP
Proven leadership skills including using a range of leadership styles as required	✓		A/SP
Excellent interpersonal and communication skills	✓		A/SP
Practical understanding of how to interpret, analyse and use a full range of evidence and data to support, monitor, evaluate and improve aspects of the school	✓		A/SP
Ability to motivate, challenge, enthuse and influence teams and individuals to achieve high goals	✓		A/SP
Well-developed coaching and mentoring skills	✓		A/SP
Highly effective behaviour management	✓		A/SP
Effective ICT skills	✓		A

Attributes

	Essential	Desirable	Method
Presence, drive and a passion to raise standards for all in the pursuit of excellence	✓		SP
Think analytically and creatively and demonstrate initiative in solving problems	✓		A/SP
Demonstrate personal and professional integrity, including modelling values and vision	✓		A/SP
Commitment to continuous improvement	✓		A/SP
Prioritise, plan and organise themselves and others, paying close attention to detail	✓		A
Demonstrate a capacity for sustained hard work with energy and vigour	✓		SP
Demonstrate resilience and optimism	✓		SP
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from	✓		SP

others			
May be required to work outside of normal office hours	✓		A/SP

A – Application Form

SP – Selection Process