****

**Deputy Headteacher**

**Person Specification**

|  |  |  |
| --- | --- | --- |
| Qualifications & Experience | Essential | Desirable |
| * Qualified teacher status in the UK | ✓ |  |
| * Successful teaching experience within the secondary sector | ✓ |  |
| * Experience of working in more than one school |  | ✓ |
| * Demonstrable evidence of Senior Leadership experience | ✓ |  |
| * Evidence of recent and appropriate professional development | ✓ |  |
| * Experience of working in a wider context than an individual school |  | ✓ |
| Leadership & Management | Essential | Desirable |
| * An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals | ✓ |  |
| * Ability to provide clear direction and shared purpose for staff and pupils | ✓ |  |
| * Ability to inspire trust and confidence across the school and the community. | ✓ |  |
| * Understanding of the requirements and expectations of the Ofsted framework | ✓ |  |
| * Ability to develop and sustain good relationships with staff, parents and governors | ✓ |  |
| Teaching & Learning | Essential | Desirable |
| * A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice. | ✓ |  |
| * Proven experience in leading Teaching and Learning for improvement | ✓ |  |
| * Comprehensive knowledge of the curriculum | ✓ |  |
| * Clear understanding and knowledge of what constitutes outstanding classroom practice and learning | ✓ |  |

|  |  |  |
| --- | --- | --- |
| Monitoring & Evaluation | Essential | Desirable |
| * Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis | ✓ |  |
| * Ability to convey the meaning of data accurately to a variety of audiences | ✓ |  |
| * Successful experience of strategies to raise pupil achievement | ✓ |  |
| Personal | Essential | Desirable |
| * Clear understanding and appreciation of the role of a Deputy Headteacher | ✓ |  |
| * High expectations of self and others | ✓ |  |
| * The ability to work to tight deadlines and under pressure | ✓ |  |
| * An ability to use the full range of leadership skills and qualities, appropriate to the situation | ✓ |  |
| * An enthusiastic and motivational leader with strong morale building skills | ✓ |  |
| * Resilience and determination coupled with the ability to support and show empathy | ✓ |  |
| * The highest levels of integrity and reliability | ✓ |  |
| * Self-motivated and able to take the initiative | ✓ |  |
| * Approachability | ✓ |  |