

Person Specification

Deputy Headteacher

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> Qualified teacher status in the UK 	✓	
<ul style="list-style-type: none"> Successful teaching experience within the secondary sector 	✓	
<ul style="list-style-type: none"> Experience of working in more than one school 		✓
<ul style="list-style-type: none"> Demonstrable evidence of Senior Leadership experience 	✓	
<ul style="list-style-type: none"> Evidence of recent and appropriate professional development 	✓	
<ul style="list-style-type: none"> Experience of working in a wider context than an individual school 		✓
Leadership & Management	Essential	Desirable
<ul style="list-style-type: none"> An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals 	✓	
<ul style="list-style-type: none"> Ability to provide clear direction and shared purpose for staff and pupils 	✓	
<ul style="list-style-type: none"> Ability to inspire trust and confidence across the school and the community. 	✓	
<ul style="list-style-type: none"> Understanding of the requirements and expectations of the Ofsted framework 	✓	
<ul style="list-style-type: none"> Ability to develop and sustain good relationships with staff, parents and governors 	✓	
Teaching & Learning	Essential	Desirable
<ul style="list-style-type: none"> A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice. 	✓	
<ul style="list-style-type: none"> Proven experience in leading Teaching and Learning for improvement 	✓	
<ul style="list-style-type: none"> Comprehensive knowledge of the curriculum 	✓	
<ul style="list-style-type: none"> Clear understanding and knowledge of what constitutes outstanding classroom practice and learning 	✓	

Monitoring & Evaluation	Essential	Desirable
<ul style="list-style-type: none"> Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis 	✓	
<ul style="list-style-type: none"> Ability to convey the meaning of data accurately to a variety of audiences 	✓	
<ul style="list-style-type: none"> Successful experience of strategies to raise pupil achievement 	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none"> Clear understanding and appreciation of the role of a Deputy Headteacher 	✓	
<ul style="list-style-type: none"> High expectations of self and others 	✓	
<ul style="list-style-type: none"> The ability to work to tight deadlines and under pressure 	✓	
<ul style="list-style-type: none"> An ability to use the full range of leadership skills and qualities, appropriate to the situation 	✓	
<ul style="list-style-type: none"> An enthusiastic and motivational leader with strong morale building skills 	✓	
<ul style="list-style-type: none"> Resilience and determination coupled with the ability to support and show empathy 	✓	
<ul style="list-style-type: none"> The highest levels of integrity and reliability 	✓	
<ul style="list-style-type: none"> Self-motivated and able to take the initiative 	✓	
<ul style="list-style-type: none"> Approachability 	✓	