**Holyhead School - Person Specification**

#### Post: Deputy Principal - Behaviour and Attitudes/ Personal Development

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| **Area** | **Essential** | **Desirable** |
| **Qualifications** | * Good Honours Degree
* PGCE or equivalent
 | * Evidence of further professional development pertinent to the role
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| Knowledge and Experience | * Track record of success in teaching
* Experience of leading Student Support/behaviour
* Evidence of effective strategic planning
* Evidence of leading a whole school initiative
* Willingness to keep up to date with new initiatives pertaining to education in general
* Understanding of how to implement an effective range of interventions to address underachieving students
* Knowledge of how to use data to set targets for improvement
* Understanding of statutory and advisory frameworks around attendance, exclusions, safeguarding, SEND, behaviour and character
* Experience leading Form Tutors, Heads of Year or equivalent
* Evidence of a positive personal impact upon the culture and high expectations around behaviour and attitudes
 | * Good knowledge of national developments in relation to behaviour and attitudes including personal development
* Experience of developing middle leaders
* Knowledge of whole school self evaluation and experience of writing action plans
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| **Leadership Behaviours**  | * Outstanding classroom practitioner
* Ability to communicate clearly and effectively with a range of audiences
* Ability to motivate colleagues
* Ability to monitor student development and achievement and intervene appropriately
* Ability to set aspirational standards, provide professional direction and develop high performing teams
* Demonstrable ability to promote and maintain strong links with parents/carers
* The ability to be an inspirational leader
* Excellent interpersonal and management skills
* Ability to set clear aims, direction and to lead a team to achieve identified aims
* Good organisation and proven administrative abilities
* Ability to facilitate/lead on staff CPD
 | * Proven ability to use data on a whole school level to improve outcomes
* Ability to devolve responsibilities and delegate tasks, as appropriate
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| **Attitudes, Values and Personal Qualities** | * Commitment to improving teaching and learning
* An evaluative and reflective approach to own practice
* High expectations of self, colleagues and students
* Energy, enthusiasm and a sense of humour
* Vision, empathy and flexibility
* Ability to maintain emotional resilience
* Team player
* Ability to meet deadlines
* Ability to prioritise tasks/workload
* Ability to work under pressure
* Enthusiasm for education and the desire to make a real difference
* Commitment to high-profile presence in and around school
* Self-motivated, setting challenging personal objectives and targets
* Enthusiastic but good listener, with drive, commitment to learners and a love for the job
* Flexibility, adaptability and creativity
 | * Strong evidence of the drive to make a difference to all students
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