**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 |
| 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 |
| **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 |
| **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 |