

**Audenshaw School:  
Person Specification for Deputy Headteacher**



	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Qualified teacher status</li> <li>• Evidence of commitment to own professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further study (MA, MEd etc)</li> <li>• Evidence of leadership training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Senior leadership and management experience</li> <li>• Successful teaching experience across the secondary age range</li> <li>• Successful experience of planning for school improvement, with a clear commitment to review and monitoring, including self evaluation strategies</li> <li>• Successful experience of managing change in an educational situation and an understanding of whole school issues, and of leading whole school initiatives</li> <li>• Experience of using assessment data to support school improvement</li> <li>• Experience of raising standards through leading staff development</li> <li>• Experience of whole school curriculum management leading to school improvement</li> <li>• Highly successful experience of leading and managing whole school developments in a number of areas regarding teaching &amp; learning and raising standards of attainment and achievement across the school</li> <li>• Experience of having led whole school initiatives</li> <li>• Ability to use ICT effectively both to support student's learning and to communicate and evaluate data</li> <li>• Experience of conducting staff induction, mentoring and performance management</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrate sound balanced judgement with decisiveness, flexibility and integrity</li> <li>• Flexible and willing to undertake a range of tasks</li> <li>• Good communicator</li> <li>• The ability to think strategically and analytically</li> <li>• The ability and motivation to constantly improve own practice and knowledge through self evaluation and learning from others</li> <li>• The ability to support colleagues</li> <li>• Strong organisational skills and ability to meet deadlines</li> <li>• Personal resilience and enthusiasm</li> <li>• An ability to keep things in perspective</li> </ul>	
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• Understanding the accountability of the role</li> <li>• A good understanding of the requirements of transition between key stages</li> <li>• Understanding of effective techniques and policies for behaviour management</li> <li>• Ability to contribute to strategic planning</li> <li>• Ability to set, prioritise and meet challenging targets and deadlines, for students and the school, and to enable others to do this</li> <li>• Ability to motivate, promote good relationships and effectively communicate with all stakeholders</li> <li>• Knowledge of the role of Governors</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing a budget</li> </ul>