

THORNHILL PRIMARY SCHOOL



PERSON SPECIFICATION: DEPUTY HEAD TEACHER

Category	Essential Requirements	Desirable Requirements
Qualifications	Qualified Teacher Status	Any other qualifications relevant to a leadership role
	Evidence of continuing professional development in the last year 5 years.	Success in teaching across the whole primary range.
	Success in teaching in KS2 with at least 5 years teaching experience overall	Experience on a School Leadership Team
	Excellent interpersonal, communication and organisational skills	Proven successful experience of leadership within a primary school
	An understanding of the role of Deputy Head Teacher as described with the potential to be successful in the role.	
Knowledge and Experience	Ability to lead by example, inspiring staff and pupils to produce high standards of work	Experience of budget management
	Proven success in raising standards at the end of a Key Stage	Knowledge of Target Tracker
	Through understanding of safeguarding children	Experience of leading staff development / training
	Experience of working with other schools, organisations, outside agencies	The ability to interpret data reflectively and to question what it might really mean

THORNHILL PRIMARY SCHOOL

	Experience of leading a major aspect of the school's work	
Learning and Teaching	Knowledge of a range of strategies to raise standards / pupil achievement	Experience in monitoring progress and attainment across the school
	Experience of using data to set targets for improvement and to monitor progress	Advanced training in safeguarding
	Experience in monitoring and evaluating curriculum delivery	Experience of observing lessons and giving accurate and constructive feedback to colleagues.
	Demonstrates an understanding of high quality teaching and learning.	
School Ethos	A belief in pupil centred, active learning with an ability to engage, challenge and have high expectations of children.	
	Ability to provide a caring, cooperative atmosphere for children and to create a challenging, disciplined and effective learning environment.	
Relationships	Ability and willingness to work collaboratively and supportively within the school team, making positive contributions to assessment and the School Improvement Plan	
	Experience of working with and developing links with parents, governors and the wider community.	
	Enthusiastic, dedicated, sympathetic and approachable with a sense of humour and fun	

THORNHILL PRIMARY SCHOOL

	Ability to inspire confidence, respect and openness.	
Attitude and Temperament	Positive attitude to teaching and leadership roles and all aspects of school life.	
	Ability to translate care and concern for children into practical actions that make the pupils feel safe and enable them to be successful.	
	A commitment to school improvement and to developing own professional skills.	
	Ability to show a committed, professional and loyal attitude to the school, openly modelling its aims and values at all times.	
	An ability to undertake the responsibility of the day to day management of the school, in the absence of the Head Teacher	