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| **Urmston Grammar**  **Deputy Headteacher – Person Specification** | | |
|  | **Essential** | **Desirable** |
| **Qualifications** | |  | | --- | | * Qualified teacher status. | | * Good honours degree. | |  | |  | | * Higher or further academic qualifications - NPQH or Masters Degree in Leadership. * Accredited leadership training. * Additional qualifications and training relevant to the role |
| **Experience** | |  | | --- | | * Evidence of good/outstanding teaching and achieving excellent outcomes. * Experience of supporting student well-being. | | * Evidence of successful GCSE teaching and achieving excellent outcomes. | | * Successful leadership of a curriculum area or a pastoral team. * Experience of curriculum development. | | * Experience of working with data and analysing performance. | | * Evidence of success in a role that has impacted on standards and progress positively. | | * Experience of leading teachers. | | * Experience of monitoring and evaluating aspects of teaching and learning. | | * Evidence of a commitment to self-improvement as a professional. | | * Experience of working in more than one school. * Experience of leading working parties that have had a positive impact on school improvement. * Experience of assuring quality across the school. * Experience of school self-evaluation. * Experience of challenging underperforming staff and/or departments. | | * Experience of leading support staff. * Experience of working with safeguarding leads. * Experience of appraising staff. * Experience of leading CPD. * Evidence of successful A Level teaching and achieving excellent outcomes. * Experience of supporting successful transitions between KS2 & KS3, KS3 & KS4 and KS4 & KS5. * Practical experience of developing and evaluating innovative learning across key stages. * Experience of leading a whole-school curriculum project. * Experience of liaising with primary partners to facilitate curriculum progression. * Membership of cross-school groups linked to curriculum development or raising achievement. |
| **Knowledge, Understanding & skills** | * Knowledge and understanding of what constitutes high quality educational provision. * An understanding of different forms of leadership. * A thorough understanding of the 11-18 educational landscape and the current educational issues/challenges facing schools. * A clear vision and understanding of strategies to improve student achievement. * An understanding of how to seek and use data effectively to track and monitor progress and show impact of actions. * The ability to lead teams effectively. * The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach where necessary to achieve the desired outcome. * The ability to manage change effectively. * High level personal ICT skills and ability to use these effectively in a range of situations. * Positive high profile in school and the community. | * Detailed knowledge of curriculum flexibilities and initiatives. * Knowledge of current and emerging national developments and practice in educational leadership. * Detailed knowledge of different data tracking systems, eg ALPS, SISRA. * An understanding of progression routes including how to support students’ progress to university and apprenticeships. * Ability to develop, implement and evaluate evidence-backed ideas. * Ability to work collaboratively with colleagues in other schools to the benefit of Urmston Grammar students. * Ability to use mobile technology innovatively to enhance communication and promote the school. |
| **Personal competencies and qualities** | * High expectation of self and others. * Credibility and integrity. * Commitment to developing self and supporting the development of others. * Capacity to be reflective and self-critical. * Ability to inspire the trust, confidence and respect of students, staff and the community. * Stamina, resilience and tenacity. * Ability to work under pressure and to deadlines. * Excellent organisational skills. * Ability to establish and maintain good relationships with others. * A calm, supportive and approachable, manner. * Sense of humour and a sense of perspective. |  |