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| **Urmston Grammar****Deputy Headteacher – Person Specification** |
|  | **Essential** | **Desirable** |
| **Qualifications**  |

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| * Qualified teacher status.
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| * Good honours degree.
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 | * Higher or further academic qualifications - NPQH or Masters Degree in Leadership.
* Accredited leadership training.
* Additional qualifications and training relevant to the role
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| **Experience** |

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| * Evidence of good/outstanding teaching and achieving excellent outcomes.
* Experience of supporting student well-being.
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| * Evidence of successful GCSE teaching and achieving excellent outcomes.
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| * Successful leadership of a curriculum area or a pastoral team.
* Experience of curriculum development.
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| * Experience of working with data and analysing performance.
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| * Evidence of success in a role that has impacted on standards and progress positively.
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| * Experience of leading teachers.
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| * Experience of monitoring and evaluating aspects of teaching and learning.
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| * Evidence of a commitment to self-improvement as a professional.
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| * 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.
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 | * 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.
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| **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.
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| **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.
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