



Holmewood House

Person specification for Deputy Head

EXPERIENCE & QUALIFICATIONS	Essential	Desirable
Graduate with strong academic pedigree	✓	
Qualified teacher status	✓	
Experience of leading and managing an academic Department		✓
Teaching in a Prep School environment		✓
Teaching to Common Entrance/ Scholarship standard		✓
Monitoring, assessing and evaluating of standards in teaching		✓
Experience of conducting appraisals	✓	
Experience of leading staff INSET		✓
Management experience	✓	
Coaching Boys or Girls Games to a good level		✓
Evidence of CPD		✓
PROFESSIONAL SKILLS AND KNOWLEDGE		
Ability to inspire colleagues, pupils and parents	✓	
Ability to deliver and model outstanding lessons	✓	
Strong ICT skills with confident use of interactive boards		✓
Proven record of encouraging and maintaining high standards of pupil behaviour	✓	
Understanding of the needs and interests of children of Prep School age, and being able to relate to them	✓	
Excellent leadership skills	✓	
Able to reflect on and analyse own practice	✓	
Good public speaking ability	✓	
Excellent organizational and management ability	✓	
Familiarity with WCBS PASS Database		✓
Understanding of the workings of a very busy school with all that this implies	✓	
PERSONAL QUALITIES (all deemed to be essential!)		
A natural and strong affinity with children and a desire to see them all thrive		
Ability to promote outstanding pastoral care throughout the school		
Understanding of the need always to be a team player		
Ability to use discretion, tact, diplomacy, fairness and firmness as and when required		
Ability to be a motivator, mediator, problem solver, facilitator and critical friend as necessary		
Clear evidence of flexibility, patience, determination, enthusiasm and a sense of humour		
Excellent communicator, both verbal and non-verbal		
Ambition to succeed at the highest level		

