Trust Deputy Headteacher

Person Specification

Qualifications & Experience	Essential	Desirable
• Qualified teacher status in the UK, degree level qualification, or equivalent.	✔	
• Further relevant professional/academic study and evidence of CPD, and knowledge of current issues in education.	✔	
• At least three years of proven strong, successful senior leadership and management experience across at least two secondary schools.	✔	
Qualities and Knowledge - show evidence of:		
• Holding and articulating clear vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes.	✔	
• Demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity.	✔	
• Understanding how to empower all pupils and staff to excel.	✔	
• Implementing, managing and evaluating change in a collaborative way.	✔	
Pupils and staff - show evidence of:	**Essential**	**Desirable**
• Raising standards that have impacted positively on pupil attainment and teaching and learning.	✔	
• Significant experience in evaluation and using data to plan and improve pupil performance, including attendance and behaviour.	✔	
• A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school work.	✔	
• A commitment to valuing, supporting and encouraging the professional development of all staff members.	✔	
Systems and Processes - show evidence of:	**Essential**	**Desirable**
• An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources in order to maximise the achievement of pupils.	✔	
• A clear understanding of and commitment to promoting and safeguarding the welfare of pupils.	✔	

Operational Responsibilities - show evidence of:	Essential	Desirable
• Demonstrable experience of acting as a Designated Safeguarding Lead (DSL) in a secondary education environment.		✔
Self Improving - show evidence of:	**Essential**	**Desirable**
• Building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.	✔	
• A commitment to building and maintaining effective and positive relationships with parents, carers, trustees, the wider community and other schools.	✔	
• Inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.	✔	
• Excellent communication skills and proven ability to listen to, understand and work effectively with all pupils, staff, trustees and parents.	✔	
• The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	✔	
Commitment	**Essential**	**Desirable**
Demonstrate a commitment to:	✔	
• Equalities and the Equality Act 2010.	✔	
• Promoting the school vision and ethos.	✔	
• High ethical standards.	✔	
• Relating positively to and showing respect for all members of the school and wider community.	✔	
• Ongoing relevant professional self-development.	✔	
• Safeguarding and child protection.	✔	