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**DEPUTY HEADTEACHER**

**(Curriculum & Quality of Education)**

**PERSON SPECIFICATION**

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| **SPECIFICATION** | **ESSENTIAL** | **DESIRABLE** | **HOW ASSESSED** |
| **Qualification** | * First degree or equivalent * Qualified Teacher Status * Recent and relevant CPD | * Further relevant study | * Application   Checked by original documentation |
| **Experience** | * Successful senior leadership within a secondary school settingresulting in sustained improvement * Successful experience of high quality teaching at KS3 and KS4 * A record of raising standards in teaching and learning, quality of provision and outcomes * Motivating middle leaders to achieve their full potential * Developing and sustaining positive relationships with a range of internal and external stakeholders | * Experience in a school with a multi-cultural population | * Application * Interview * References |
| **Knowledge and understanding** | * An excellent understanding of effective strategies to develop the curriculum * Deep understanding and knowledge of what constitutes effective teaching and learning * An in-depth understanding of current research in education * Ability to analyse and use data to inform teaching and learning * Ability to implement and maintain the school’s curriculum vision, supported by a clear strategic plan, targets and goals with demonstrable milestones. * Ability to initiate and maintain innovative and effective curriculum design and delivery. * Demonstrate an understanding of how to inspire and motivate young people to achieve their full potential * Understands what constitutes high quality professional development and is able to lead on this | * Experience of new Ofsted framework | * Application * Interview * References |
| **Skills and personal attributes** | * Skills, experience and ability to deputise for the Headteacher when required * High-level inter-personal and intra-personal skills * Able to employ a range of leadership and management styles and approaches * Resilience, energy, enterprise and passion, treating challenges as opportunities * Ability to work well under pressure and manage time effectively * Ability to manage challenging behaviour effectively * Ability to hold courageous conversations when necessary * Professional integrity and ethical leadership * Proven ability to coach and mentor colleagues effectively * Flexibility – willingness to work according to the needs of the school * Provision of inspirational leadership with a ‘can-do’ attitude, to generate high expectations, aspiration, enthusiasm and commitment * Drive and ambition in promoting the best for all students * Maintain own continuous professional development and that of others * Ability to establish productive professional relationships with staff, students and parents * Willingness to share both internally and externally expertise skills and knowledge | * Experience of reporting to Governors/Trust Board | * Application * Interview * References |
| **Equal opportunities** | * A commitment to equal opportunities for all |  | * Application * Interview   References |
| **Safeguarding** | * A commitment to safeguarding and promoting the physical and emotional health and well-being of children and young people |  | * Application * Interview   References |
| **Other requirements** | * A belief in the power of education to transform lives and social mobility * A belief in the right of children and young people to a high quality education * High expectations for every student and all staff * A belief in the “high challenge, low threat” method of management |  | * Application * Interview   References |
| **Contra Indicators** | Criminal convictions involving offences against children  (Enhanced DBS check, Prohibition order check and Section 128 check will be carried out during the interview process) | | |