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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
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| **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
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| **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
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| **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) |