

Deputy Headteacher ~ Person Specification

	Essential	Desirable	Assessment Method
Your qualifications	<ul style="list-style-type: none"> • Qualified teacher status. • Right to work in the UK. • Qualified to degree level. • Evidence of recent, relevant professional development. 	<ul style="list-style-type: none"> • NPQSL/NPQML or equivalent experience. • Master's degree level or equivalent. 	<ul style="list-style-type: none"> • Application. • Interview.
Your experience	<ul style="list-style-type: none"> • Successful strategic leadership and management experience as core subject, phase leader or other leadership role • Significant experience with a record of excellent teaching • Evidence of contributing to effective staff training, on an individual or whole school level • Experience and understanding of teaching and learning across the primary age range • Experience of leading and managing whole school priorities • Knowledge and experience of working with pupils with special education needs • Experience of the development and implementation of an area of school improvement. • The effective use of support structures and resources to aid student progress • Experience building effective relationships with governors and parents/carers. 	<ul style="list-style-type: none"> • Have worked in more than one school. • School self-evaluation, development, implementation and evaluation. • Line management and staff development. • Experience of successful multi-agency working • Experience supporting ITT and/or ECTs 	<ul style="list-style-type: none"> • Application. • Interview. • Tasks. • Teaching. • Presentation
Your skills & knowledge	<ul style="list-style-type: none"> • Understanding of what high-quality teaching and learning looks like, and the ability to support improvements in teaching and learning. • Knowledge of the curriculum expectations for EYFS, KS1 and KS2 • Experience of monitoring, evaluating and reviewing performance in order to raise achievement for all groups of pupils. • The ability to communicate effectively both verbally and in writing with a wide range of audiences. • Ability to build effective working relationships. 	<ul style="list-style-type: none"> • Knowledge and understanding of Human Resource legislation and best practice. • Knowledge of Safeguarding legislation / practice and the SEND Code of Practice. • Experience with whole school self-evaluation 	<ul style="list-style-type: none"> • Application. • Interview. • Tasks. • Presentation.

	<ul style="list-style-type: none"> • An understanding of how to promote a love of learning across all abilities. • Able to self-manage your own workload and able to support staff so they can achieve an appropriate work-home balance. • Have well established information technology skills. • Up-to-date knowledge and understanding of current educational issues and research • Experience of data analysis and target setting • Evidence of the ability to hold staff to account in the pursuit of improving standards 	<ul style="list-style-type: none"> • Relevant training or experience recruiting staff • Take account of trends in education and implement appropriate initiatives. 	
Your Personal qualities	<ul style="list-style-type: none"> • Enjoy teaching and leading, engaging with pupils and having an active interest and involved with their learning. • A commitment to getting the best outcomes for all pupils. • Have strong interpersonal skills and emotional resilience, able to work under pressure, and prioritise tasks effectively. • Have a positive outlook with an ability to adapt to changing circumstances and new ideas in a positive and creative manner • Have integrity and a professional manner. • Hard working, caring, fair minded and with a sense of humour. • Ability to motivate, lead and manage people. • Ability to implement change and plan strategically • Have a flexible and solution orientated approach to problem solving. • Understanding of the impact embracing and celebrating the diverse demographics of our pupils and their families can have on achievement and belonging • Demonstrate a collaborative and inclusive way of working • Integrity and loyalty to the school team and local community 		<ul style="list-style-type: none"> • Interview. • Tasks. • Presentation.