



Person Specification Deputy Headteacher

Personal attributes required based on Job Description	Essential (E) or Desirable (D)
<p>Qualifications</p> <ol style="list-style-type: none"> 1. Degree Level Qualification. 2. Higher Degree Qualification (e.g. Masters Level or above). 3. Qualified Teacher Status. 4. National Professional Qualification for Senior Leaders/Headship. 5. Safeguarding Level 3 	<p>E D E E D</p>
<p>Experience</p> <ol style="list-style-type: none"> 1. Experience of teaching within a Primary setting including Key Stage one and Key Stage two. 2. Substantial evidence of current 'outstanding' classroom teaching. 3. Experience in the role of Assistant Headteacher or Deputy Headteacher (substantive post or acting) 4. Demonstrable impact as a senior leader with particular focus on curriculum design. 5. Innovator of change across the whole school that has impacted upon attainment. 6. Clear and understandable vision and evidence base for new technologies and their capacity to improve teaching and learning. 7. Effective use and development of a wide range of strategies for managing disaffection, poor behaviour and underachievement. 8. Track record of delivering and sustaining progressive improvements in achievement through quality of teaching and learning. 9. Professional development/ mentoring of colleagues 10. Experience in Designated Safeguarding Lead role 11. Demonstrable impact of leading teams successfully. 12. Experience of delivering high quality CPD 13. Recent experience working with data and performance measures. 	<p>E E D E E E E E D E E E</p>
<p>Knowledge</p>	

1. Excellent knowledge and understanding of the National Curriculum and innovative skills in implementing this.	E
2. Knowledge of current educational thinking, evidence informed practice with particular focus on curriculum design.	E
3. Knowledge of the current Ofsted framework.	E
3. Understanding of national and school assessment and attainment information to improve practise and raise standards.	E
4. Excellent understanding of strategies to promote good pupil relationships.	E
5. Some knowledge of school finances and/or funding initiatives.	E
6. Up to date knowledge of the principles of safeguarding.	E

Skills and Abilities	
1. Incisive and clear strategic thinker.	D
2. Resilient and calm under pressure.	E
3. Excellent communication, presentation and IT skills.	E
4. The ability to initiate and implement new strategies and procedures.	E
5. Have problem solving skills with a solution focussed approach.	E
6. Effective interpersonal skills both in working relationships with young pupils and professional relationships with a wide range of contacts.	E
7. Good organisational and time management skills.	
8. Use of data management skills to review, manipulate and evaluate data to support strategic planning.	E
9. Ability to enthusiastically lead, manage and motivate staff and students, to lead by example and to work constructively as part of a team.	E
10. Ability to combine a strategic outlook with an organised and competent approach to operational duties.	E
11. Ability to work flexibly as a member of the senior leadership team in taking on leadership tasks and responsibilities, some of which may involve unusual situations or crisis management.	E
12. Ability to deal with sensitive information in a confidential manner.	E
13. Ability to provide a good role model to colleagues and young pupils.	E
14. Ability to set, expect and monitor excellent standards.	E

<p>Other Attributes</p> <p>1. Evidence of having undertaken recent and relevant continuous professional development and to demonstrate the impact of this in work practice.</p> <p>2. A commitment to help young pupils achieve, through education and learning.</p> <p>3. Determination to promote equality of opportunity throughout all aspects of academy life</p>	<p>E</p> <p>E</p> <p>E</p>
<p><i>Essential requirements are those without which an applicant will not be considered for appointment.</i></p>	