

Person specification – Deputy Headteacher

CRITERIA	QUALITIES	ESSENTIAL	DESIRABLE	SOURCE
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status -note: this is a requirement under the STPCD 	E		A
	<ul style="list-style-type: none"> • Degree 	E		A
	<ul style="list-style-type: none"> • Professional development in preparation for a leadership role 	E		AI
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in a school 	E		AIR
	<ul style="list-style-type: none"> • Teaching experience in more than one school 	E		AI
	<ul style="list-style-type: none"> • Involvement in school self-evaluation and development planning 		D	A
	<ul style="list-style-type: none"> • Line management experience 	E		AIR
	<ul style="list-style-type: none"> • Experience of contributing to staff development 	E		AI
	<ul style="list-style-type: none"> • Knowledge and skills across all key stages 		D	AIR

Skills and knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses 	E	D	AIR
	<ul style="list-style-type: none"> • Understanding of high-quality teaching, and the ability to model this for others and support others to improve 	E		AIR
	<ul style="list-style-type: none"> • Understanding of school finances and financial management 			A
	<ul style="list-style-type: none"> • Effective communication and interpersonal skills 	E		AIR
	<ul style="list-style-type: none"> • Ability to communicate a vision and inspire others 	E		AR
	<ul style="list-style-type: none"> • Ability to build effective working relationships 	E		AR
	<ul style="list-style-type: none"> • Secure knowledge of how to effectively develop the curriculum 	E		AIR

Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the Christian ethos and values of the school 	E		AIR
	<ul style="list-style-type: none"> • Ability to work under pressure and prioritise effectively 	E		AR
	<ul style="list-style-type: none"> • Commitment to maintaining confidentiality at all times 	E		AIR
	<ul style="list-style-type: none"> • Commitment to safeguarding and equality 	E		AIR
	<ul style="list-style-type: none"> • Inclusive, child-centered approach. 	E		AIR
	<ul style="list-style-type: none"> • Good sense of humour and resilience 		D	AI
	<ul style="list-style-type: none"> • Approachable and a good team player, as well as the ability to lead and make decisions 	E		AIR
	<ul style="list-style-type: none"> • Ability to empathise with adults and children 	E		AIR

Notes:

A = Application, I – Interview, R = Reference

Last review date: