

Deputy Headteacher (0.8) and Co-Headteacher (0.2) – Person Specification

Essential	Desirable	Evidence
Qualifications		
<ul style="list-style-type: none"> Qualified teacher status First degree or equivalent Commitment to further developing your own professional expertise. 	<ul style="list-style-type: none"> Evidence of further educational qualifications including NPQH 	<ul style="list-style-type: none"> Application and documentation
Experience		
<ul style="list-style-type: none"> Evidence of outstanding teaching skills with a passion for learning and ability to lead outstanding practice across school. 	<ul style="list-style-type: none"> Experience of teaching in more than one school 	<ul style="list-style-type: none"> Application References
<ul style="list-style-type: none"> Proven experience as an excellent classroom practitioner 	<ul style="list-style-type: none"> Recent experience of Ofsted monitoring of their teaching 	<ul style="list-style-type: none"> Application References Interview
<ul style="list-style-type: none"> Substantial knowledge and understanding of learning and teaching in EYFS, KS1 and KS2 	<ul style="list-style-type: none"> Experience of teaching in more than one key stage at primary level 	<ul style="list-style-type: none"> Application References Interview
<ul style="list-style-type: none"> Experience of whole-school curriculum leadership and implementation of actions leading to whole school improvement. 	<ul style="list-style-type: none"> Experience of developing School Improvement Priorities in collaboration with the HT and Governors 	<ul style="list-style-type: none"> Application Interview References
<ul style="list-style-type: none"> Understanding of effective techniques and policies for behaviour management 	<ul style="list-style-type: none"> Evidence of successful implementation of the school's behaviour policy as a senior leader in school. 	<ul style="list-style-type: none"> Application Interview
Strategic direction and development of the school		
<ul style="list-style-type: none"> Substantial and proven senior leadership experience of raising standards of achievement in the primary age range and in core curriculum areas 	<ul style="list-style-type: none"> Evidence of leading initiatives and their impact on standards 	<ul style="list-style-type: none"> Application Interview References
<ul style="list-style-type: none"> Is an inspirational leader, able to motivate and empower staff 	<ul style="list-style-type: none"> Is an aspiring Headteacher 	<ul style="list-style-type: none"> Interview
<ul style="list-style-type: none"> A determination to raise standards across the school and ability to do so effectively 	<ul style="list-style-type: none"> Evidence of the impact of their actions 	<ul style="list-style-type: none"> Interview
<ul style="list-style-type: none"> Able to make difficult decisions and follow them through 		<ul style="list-style-type: none"> Interview
<ul style="list-style-type: none"> Ability to effectively manage whole school attendance systems and work closely with key stake holders to improve attendance rates of most vulnerable pupils. 	<ul style="list-style-type: none"> Experience of successful working with parents to support in improving attendance rates. 	<ul style="list-style-type: none"> Application Interview
Leading Learning and Teaching across the Curriculum		
<ul style="list-style-type: none"> Has substantial, effective and successful experience as a member of the senior leadership team in at least one primary school 		<ul style="list-style-type: none"> Application Reference

<ul style="list-style-type: none"> Has substantial and successful experience of monitoring and self - evaluation, target setting, school improvement planning and curriculum leadership 	<ul style="list-style-type: none"> Understands school self- evaluation and its link with school improvement and Ofsted inspection process 	<ul style="list-style-type: none"> Application Reference
<ul style="list-style-type: none"> Understands school performance data, its analysis and use to secure school improvement 	<ul style="list-style-type: none"> Understanding of national assessment 	<ul style="list-style-type: none"> Interview
<ul style="list-style-type: none"> Able to manage and develop a culture of high expectations and appropriate challenge and lead by personal example 	<ul style="list-style-type: none"> Has experience of developing performance of staff in a firm and fair way 	<ul style="list-style-type: none"> Application Reference Interview
<ul style="list-style-type: none"> Has experience of observing and feeding back on learning and teaching to staff in order to improve further the quality of learning and teaching across the school 	<ul style="list-style-type: none"> Experience of being a team leader for the performance management of staff 	<ul style="list-style-type: none"> Application Interview
<ul style="list-style-type: none"> Is committed to delivering a broad and balanced experienced rich curriculum which includes innovative approaches to enrich the spiritual, cultural, social and emotional experiences for all children. 	<ul style="list-style-type: none"> Evidence of leading curriculum initiatives and their impact 	<ul style="list-style-type: none"> Application Interview Reference
<ul style="list-style-type: none"> Is committed to personalised learning approaches in order to ensure success for every child 	<ul style="list-style-type: none"> Experience of leading staff training on assessment and other best practice 	<ul style="list-style-type: none"> Application Interview
<ul style="list-style-type: none"> Has a good knowledge and understanding of the principles that underpin inclusion and equal opportunities and a commitment to implementing these in practice 	<ul style="list-style-type: none"> Evidence of recent SEN CPD 	<ul style="list-style-type: none"> Application Interview Reference
<ul style="list-style-type: none"> Has a thorough understanding of the National curriculum, Foundation Stage curriculum and statutory assessment arrangements 	<ul style="list-style-type: none"> Experience of carrying out statutory assessments 	<ul style="list-style-type: none"> Application Interview
Managing the Organisation		
<ul style="list-style-type: none"> Has experience of leading or participating in the implementation of school or educational initiatives 		<ul style="list-style-type: none"> Application Reference Interview
<ul style="list-style-type: none"> An understanding of strategic planning, monitoring and evaluation 	<ul style="list-style-type: none"> Experience of being on the governing body of a primary school 	<ul style="list-style-type: none"> Application Reference
<ul style="list-style-type: none"> Take an active role in promoting the school's code of conduct and behaviour policies to ensure good conduct is seen from all members of the school community. 	<ul style="list-style-type: none"> Experience of direct involvement in whole school pastoral systems 	<ul style="list-style-type: none"> Application Interview
<ul style="list-style-type: none"> Excellent understanding of the school's responsibilities for child protection and the safeguarding of pupils 	<ul style="list-style-type: none"> Recent Child Protection training 	<ul style="list-style-type: none"> Application Reference Interview Documentation
<ul style="list-style-type: none"> Understands the need to maintain a safe and healthy environment for all users of the school 	<ul style="list-style-type: none"> Experience of involvement in school risk management 	<ul style="list-style-type: none"> Interview

<ul style="list-style-type: none"> • Able to identify successes and failures and positively embrace change to secure continuous school improvement 		<ul style="list-style-type: none"> • Interview • Reference
Developing Self and Working with Others		
<ul style="list-style-type: none"> • Treats all people fairly, equitably and with dignity to create and maintain a positive school culture 		<ul style="list-style-type: none"> • Interview
<ul style="list-style-type: none"> • Is an active learner who is committed to learning, listening and reflecting 	<ul style="list-style-type: none"> • Evidence of recent training and its impact 	<ul style="list-style-type: none"> • Application
<ul style="list-style-type: none"> • Able to promote team and individual working as appropriate to fulfil school objectives and establish excellent working relationships 	<ul style="list-style-type: none"> • Experience of leading a team in a primary school 	<ul style="list-style-type: none"> • Interview
<ul style="list-style-type: none"> • Demonstrate strong leadership qualities and people management skills and motivate others by setting and following high standards. 	<ul style="list-style-type: none"> • Experience of conducting staff induction, mentoring and performance management. 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Ability to prioritise and manage time effectively and meet deadlines 		<ul style="list-style-type: none"> • Interview • Reference
<ul style="list-style-type: none"> • Promotes the vital partnership with parents/carers and encourages their role in contributing to the child's education and positive school life 	<ul style="list-style-type: none"> • Evidence of working with parents/carers or the wider community 	<ul style="list-style-type: none"> • Application • Interview
<ul style="list-style-type: none"> • Positively contribute to the school's extra curricular provision and participate 	<ul style="list-style-type: none"> • Evidence of involvement in extra curricular provision + residential visits 	<ul style="list-style-type: none"> • Application • Interview
Communication Skills		
<ul style="list-style-type: none"> • Work collaboratively with members of the senior leadership team, staff and Governors to lead forward key aspects of whole school development. 	<ul style="list-style-type: none"> • Evidence of responsibility for key aspects of whole school improvement. 	<ul style="list-style-type: none"> • Application • Interview
<ul style="list-style-type: none"> • Can effectively communicate orally and in writing to a range of audiences 	<ul style="list-style-type: none"> • Evidence of running staff meetings, parent meetings and community events 	<ul style="list-style-type: none"> • Application • Interview
<ul style="list-style-type: none"> • Can communicate clearly and take into account, where appropriate the views of others 		<ul style="list-style-type: none"> • Interview
<ul style="list-style-type: none"> • Can deal sensitively with people and negotiate to resolve conflicts 		<ul style="list-style-type: none"> • Interview • Reference
Safeguarding These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure		
Essential on appointment		
<ul style="list-style-type: none"> • Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people 	<ul style="list-style-type: none"> • Previous experience in the role of Deputy DSL in school. 	<ul style="list-style-type: none"> • Application • Interview
<ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries 		<ul style="list-style-type: none"> • Interview • Reference