

# Deputy Headteacher

## Person Specification

We are committed to creating an inclusive working environment. If you are excited about this role and can demonstrate many but not all of the areas below, we would encourage you to apply as you may just be the person we are looking for. The listed criteria will be reviewed across the stages of our recruitment process, including application form, personal statement (within the application form), interview, references and certificates.

### Skills and Personal Attributes:

**(Personal competencies, qualities, attitude and behaviours that will allow you to perform effectively in the role, ensuring the safeguarding and welfare of the children.**

#### Essential for this role:

- An outstanding communicator with an excellent understanding of Primary provision.
- Excellent written and verbal communication skills.
- Experience of analysing pupil assessment data and using this to inform classroom practice and the deployment of additional resources.
- Ability to inspire, challenge and motivate others and communicate effectively with different audiences.
- Adaptable to changing circumstances and new ideas.
- Self-motivated with a high level of organisational skills and the ability to prioritise workload effectively for themselves and others to meet deadlines.
- Passionate about delivering high quality education to children and their families.
- Values diversity and the unique contribution every individual makes to the learning community.
- Demonstrate professionalism, loyalty and integrity.
- Able to learn quickly and an active commitment to professional learning, reading and development.
- The ability to think strategically.
- Adept at striking an effective balance between being both a decisive leader and a team player.
- Capacity to express optimism & positivity, passion & drive, empathy & intuition, emotional intelligence and resilience.
- Ability to communicate with a wide range of audiences, including pupils, parents, colleagues and others.
- Approachable and highly visible to children and parents.
- To have a strong moral purpose in nurturing less experienced staff with a commitment and drive to developing potential in order to contribute to the broader educational landscape.
- Ability to inspire confidence in pupils, parents, carers and colleagues.

You are likely to have:

- An inquisitive, curious mind and be able to think creatively, solve problems and make decisions based on sound judgement.
- Experience in delivering and organising high quality CPD for staff to improve outcomes.

You may have:

- Personal interests and enthusiasms that you can bring to the school community

## **Knowledge and qualifications:**

(Professional, technical or academic qualifications that you have achieved relevant to this role)

### **Essential for this role:**

- Qualified teacher status.
- Good Honours degree or equivalent.
- Evidence of continuous professional development in preparation for a senior leadership role e.g. NPQSL.
- Experience of line management of staff.
- A determined and rigorous approach to ensuring the effective operational running of the school, implementing well-considered and effective solutions.
- Commitment to, and proven experience of, effectively supporting the implementation of procedures for safeguarding and promoting welfare of pupils and staff.
- Ability to support the implementation of strategies to celebrate diversity and ensure inclusion and equity of provision, so that all flourish.
- Ability to oversee the development of subject leaders with a range of expertise and experience.
- Proven ability to inspire, support, challenge and empower teams and individuals, promote excellence, and address underperformance effectively.
- Commitment to staying informed about educational developments and research in order to drive school improvement.
- Analyse data to monitor pupil progress and evaluate the performance of pupil groups, in order to plan appropriate strategies for whole school improvement.

### **You are likely to have:**

- Experience of working within safeguarding, e.g. DSL/Deputy DSL.

### **You may have:**

- An understanding of how to manage resources, particularly around the deployment of staff and the ability to work within financial policy procedures.
- Aspirations to become a head teacher.

## **Experience:**

(Please draw upon experience and achievements gained through paid employment, voluntary work or personal life experience relevant to this role)

**Essential for this role:**

- Recent and successful experience of middle/senior leadership and management in curriculum development.
- Experience of having led on school improvement priorities and having demonstrated a positive impact.
- Outstanding teacher with high expectations of children's attainment and progress.
- Monitoring, evaluating and improving the quality of education and curriculum delivery through effective use of a range of strategies that improve the performance of individuals/teams, e.g.
  - Data analysis
  - Target setting
  - Targeted feedback
  - Coaching and mentoring
- Experience and confidence in successfully dealing with challenging situations and finding positive resolutions.
- Evidence of substantial and sustained high quality teaching within the primary school age.
- Involvement in school self-evaluation and development planning.
- Involvement in curriculum development within a school.
- In depth knowledge of the primary National Curriculum.
- Experience in working successfully to develop and maintain positive partnerships with parents/carers and the wider community.
- Experience raising standards in learning and teaching and improving outcomes for children.
- Delivering and organising high quality CPD for staff to improve outcomes/provision.
- Experience of lesson observations, work and planning scrutiny and providing quality feedback to teachers, which results in a sustained impact for all pupils.

**You are likely to have:**

- Deputy Headship, Assistant Headship, Senior Leadership experience.
- Experience of line management and performance review.
- Teaching in more than one school.
- Teaching and leading across EYFS/KS1/KS2.

**You may have:**

- Experience of supporting ITT and ECT's.
- Experience dealing with outside agencies.
- Experience building external partnerships and collaborating with colleagues and organisations to bring in new ideas and enhance outcomes for the school.