

**Person Specification for Deputy Head – Teaching and Learning**

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|  | Assessed through Application (A) or Interview (I) or task(T) | Essential or desirable |
| **Professional qualifications and experience**   * Qualified Teacher Status * At least 5 years successful teaching experience across Key Stage 1 and Key Stage 2 * Evidence of recent professional development and training in whole school leadership and management * Significant and successful subject/area leadership resulting in school improvement * Evidence of outstanding teaching ability * Recent experience of leading a whole school project * Recent Senior Leadership Team experience | A  A & I  A  A & I  A & T  A  A | E  E  E  E  E  E  E |
| **Skills and Knowledge**   * Good knowledge of the primary curriculum * An excellent understanding of theory and best practice in   teaching and learning, particularly as it relates to achieving  high rates of pupil progress   * A track record of implementing successful strategies to   raise achievement   * Competent in use of ICT to communicate, present and evaluate * An understanding of the role of parents and community in   school improvement and how this can be promoted   * A good understanding of effective strategies for gaining and   maintaining high standards of behaviour at whole school  level   * Experience of interpreting and using assessment data to   raise achievement   * Ability to form and maintain excellent relationships with   children which enhance their learning and emotional  wellbeing | A, I & T  A & I  A & I  A  A & I  A & I  A, I & T  A & T | E  E  E  D  D  D  E  E |
| **Leadership and Management**   * Experience of delegating, supporting and monitoring the   work of others   * Experience of managing substantial change across a   subject area or whole school   * Successful experience of observing and evaluating   teaching, providing effective feedback and implementing  support   * Ability to work effectively in partnership with the   Headteacher   * Experience of leading the professional development of staff   within the context of school improvement   * Success at promoting inclusive practice across a school   that leads to high expectations for all learners   * Experience of acting as an outstanding model of teaching   for others | A & I  A, I & T  A & I  A & I  A & I  A & I  A & T | E  E  E  E  E  E  E |
| **Personal Qualities**   * Ability to lead and motivate others * Ability to work collaboratively * Excellent interpersonal skills * Ability to communicate clearly and work effectively with all   stakeholders   * Ability to work on own initiative, make decisions and solve   problems   * Excellent organisational skills and the ability to work   effectively under pressure, prioritise appropriately and meet  deadlines   * Ardent self- developer who keeps up to date with the latest educational thinking and research | A & I  A & I  A & I  A, I & T  A & I  A, I & T  A & I | E  E  E  E  E  E  E |