

**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
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| **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 & TA & IA & IAA & IA & IA, I & TA & T | EEEDDDEE |
| **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 & IA, I & TA & IA & IA & IA & IA & T | EEEEEEE |
| **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
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