** Marlborough Primary School**

**PERSON SPECIFICATION FOR DEPUTY HEAD**

**(Assessment) (Class based): L9 – L13**

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|  | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher status * Degree /PGCE or equivalent qualifications | * Other educational / professional qualifications * Working on / willingness to undertake NPQH * Non-educational qualifications e.g. sport, music, first aid |
| Knowledge and Experience | * Successful teaching experience and proven track record of raising standards * Minimum of five years recent experience in Primary School * Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress * An excellent understanding of and experience in using assessment and data management * Experience in leading one or more curriculum areas, including identifying needs, planning, monitoring and evaluation of standards * Proven ability in leading staff teams / curriculum development and measuring progress * Experience as a Senior Leader team member * Experience of coaching/ mentoring/performance management/supporting colleagues * Experience of meeting the needs of all pupils especially those with SEND or Additional Language Needs * Experience in strategic improvement planning, monitoring and evaluation | * Experience of management and leadership of a team of teachers and support staff * Experience in leading an aspect of non-curricular development e.g. Pupil Council, Parents’ Groups and Children’s University * Experience of leading and supporting CPD e.g. mentor for trainees, in-school programmes |
| Professional Skills | * Excellent teaching experience * Ability to work cooperatively as a leader and member of a team and in different partnerships * Proven ability to implement strategies for raising pupil achievement including monitoring and evaluation of the work of others including a knowledge of data management and use of assessment tracking systems * Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best * ICT skills for teaching and management * Confidence, clarity and decisiveness in making and carrying out decisions | * Experience in working with other partners – Secondary/pre-school/ extended services/cluster group * Experience in Safeguarding procedures including Child Protection * Experience in managing non-teaching staff e.g. TAs |
| Professional Ethos and Commitment | * High expectations for self and others and a strong commitment to raising achievements * Commitment to promote home-school partnerships * High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child * Willingness to be involved in extra-curricular and undertake activities | * Awareness and willingness to be involved in partnerships that support school * Experience of innovation and creativity in the curriculum |
| Personal Qualities | * Approachable with excellent interpersonal skills * Ability to promote and develop positive relationships within and beyond the school * Ability to set and work to deadlines * Ability to remain positive and retain your sense of humour! |  |

May 2021