

PERSON SPECIFICATION

Job Title DEPUTY HEADTEACHER

Grade: L19-L23

	ESSENTIAL	DESIRABLE
QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification • Experience of teaching KS3 and KS4 • Evidence of continuing and recent professional development relevant to the post. 	<ul style="list-style-type: none"> • Relevant postgraduate professional qualification
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • An excellent understanding and proven track record of effective leadership and management in relation to raising standards of pupil behaviour, attitudes, attendance and personal development. • A good understanding of the importance of the culture and ethos of a school in securing high standards and of strategies for improving these. • Excellent understanding of effective strategies for gaining and maintaining high standards of pupil behaviour at whole school level • Excellent and up to date understanding of safeguarding issues, procedures and pupil well being • Good understanding of statutory requirements upon schools • Knowledge and understanding of the relevant statutory frameworks that set out professional duties and responsibilities • Knowledge of equality of opportunity issues and how they can be addressed in schools. • An understanding of the role of parents and the community in school improvement and how this can be promoted and developed 	



Bartley Green School is committed to safeguarding and promoting the welfare of children and young people and all staff and volunteers must share its commitment. Rehabilitation of offenders: This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide. The successful applicant will require an enhanced disclosure from the Disclosure and Barring Service.

An online search will also be carried out as part of due diligence on all short-listed candidates.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role

Bartley Green School positively welcomes applications from everyone and values diversity in our workforce.

EXPERIENCE	<ul style="list-style-type: none"> • Recent Leadership experience in a secondary school • Recent, proven track record of positive impact on pupil progress in the classroom • Experience of analysing data and using it to inform future practice • Experience of line managing other members of staff • Experience of developing and leading staff development programmes for teachers and other staff. • Experience of initiating and implementing strategies to improve parental involvement in their children's learning. 	<ul style="list-style-type: none"> • Experience of making effective use of funding and other resources • Teaching/leadership experience in a school with a similar context.
APTITUDE AND SKILLS	<ul style="list-style-type: none"> • To be a good/outstanding teacher. • To be able to demonstrate sustained positive impact on pupil achievement. • To demonstrate leadership qualities, including the ability to enthuse and motivate others. • To be able to articulate a clear vision for high quality education. • To have a good personal presence, good communication skills and a sense of humour. • To be able to communicate clearly both orally and in writing with a diverse range of audiences, including children, parents and carers, governors, staff and outside agencies. • To relate well to children and be responsive to their needs. • To be able to develop and maintain effective relationships with all members of the school community and outside agencies. • To be approachable, accessible and flexible. • To be able to work effectively under pressure, to prioritise appropriately and to meet deadlines. • To have good analytical skills, being able to synthesise complex information, summarise, draw appropriate conclusions and make decisions. • To be able to understand, interpret and present school performance and financial data. 	