



Deputy Headteacher Person Specification

A Training and Qualifications

	Essential or desirable
Qualified Teacher Status	E
Evidence of further qualifications/training (eg NPQSL, NPQML)	D
Designated/Deputy Safeguarding Lead	D
Evidence of personal and professional development in preparation for management and leadership	E
Evidence of maintaining an overview of current educational research and conducting action research to adapt practice	D

B Experience and effectiveness of Teaching and Educational Management

	Essential or desirable
Ability to challenge children and adults to ensure they perform at their best (including coaching and mentoring)	E
Proven track record of good or outstanding classroom practice in a primary setting	E
Proven ability to bring about change to impact on standards and the quality of provision	E
Ability to articulate clear vision and philosophy of education and a passion for learning	D
Understanding and experience in curriculum design and implementation	D
Successful experience of subject leadership in at least one subject	E

C Professional Knowledge and Understanding – applicants should demonstrate a good knowledge and understanding of the following;

	Essential or desirable
The roles and responsibilities of a Deputy Headteacher	D
The features of outstanding teaching and learning	E
SEN Code of Practice and the identification of vulnerable groups e.g. Pupil Premium, LAC, EAL	E
Expected and aspirational expectations of progress and attainment at the end of EYFS and Key Stage 1	E
Curriculum and assessment, including subjects and cross curricular aspects	E
School improvement strategies, including self evaluation, monitoring and use of national comparative data to set targets	E
How early intervention through provision mapping secures pupil progress	D
The development of learning habits to promote character development and greater pupil responsibility	E
How to moderate work to support children to move on to their next stage of learning	E
Strategies to aid retention into long term memory	E

D Personal Skills and Attributes

	Essential or desirable
Commitment to securing and supporting community links	D
Understanding of transition and working closely with key feeder schools and preschools	E
Ability to meet deadlines and remain calm under pressure	E
Excellent interpersonal skills including ability to empathise and motivate adults and children	E
The resilience to manage one's own work pressures and the capacity to manage effectively the work of others	E
Enthusiasm, flexibility and adaptability	E
Ability to use leadership to deputise in the absence of the Headteacher	E
Proven ability to provide an effective approach to inclusive teaching and to maintain high levels of achievement, engagement and behaviour in children	E
Uphold British Values and champion equality, diversity and inclusivity	E
Commitment to supporting the ethos and values of the school	E
Absolute commitment to following safeguarding policies and procedures. Maintain a safe environment for children and have high expectations of behaviour and attendance	e

E Application Form

The application form should be fully completed and free from error. It should be clear and concise, related to the specific post and closely follow the Person Specification.

F Confidential References and Reports

	Essential or desirable
Professional references should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above	E
Positive recommendation from current employer	E
All appropriate safeguarding and pre employment checks are fulfilled	E