



## Deputy Headteacher – Person Specification

Criteria	Essential Criteria	Criteria found
<b>Qualifications</b>	Qualified teacher status.	AF
	Evidence of recent continuing professional development.	AF
<b>Experience</b>	Excellent primary classroom practitioner with a willingness to work across all key stages.	AF LA
	Managing a broad and balanced curriculum.	LA I
	Experience in developing effective behaviour management.	AF LA I
	At least 5 years' experience in the primary sector	AF LA
	Understanding and experience of the importance of whole school planning, monitoring and evaluation	LA I
	Working as part of the senior leadership team of a school	LA I
<b>Professional and Personal Qualities</b>	An understanding of how children learn, combined with knowledge of recent research in this field.	AF LA I
	Knowledge of equal opportunities for pupils and staff.	LA I
	Ability to communicate clearly in a range of media	LA I
	Ability to analyse performance data across a range of measures and formulate action plans for improvement as a result.	LA I
	Fully committed to ensuring children reach their highest academic standards as well as ensuring the children enjoy school life, are happy, safe and feel valued	LA I
	Is self-motivating and achieves challenging professional goals.	LA I
	Ability to inspire colleagues and pupils	I
<b>Shaping the Future</b>	Being involved in monitoring and evaluating a school's effectiveness.	AF LA I
	Evidence of innovation and change in practice.	AF LA I
	Good understanding of strategies for school improvement and self-evaluation.	AF LA I
	Positive approach to change.	AF LA I
<b>Leading, Learning and Teaching</b>	Proven ability in curriculum leadership, which has resulted in improved standards	AF LA I
	Understanding and experience of inclusion, celebrating diversity and other cultures	AF LA I
	Has proven experience in improving the curriculum and the quality of teaching and learning	AF LA I
	Being involved in target setting and tracking children's progress and knowledge of effective intervention strategies	AF LA I
<b>Managing the Organisation</b>	High expectations to continue to raise standards	AF LA I
	Proven leadership within a team approach.	AF LA I
	Effective interpersonal and communication skills.	AF LA I
	Effective organisational and staff management/deployment skills	AF LA I
	Has proven experience of improving behaviour of pupils	LA I
<b>Strengthening Community</b>	Proven ability to engage families/carers in the life of the school	LA I
	Commitment and enthusiasm for promoting interaction between the school and the wider community	LA I
	Commitment to develop a range of extra-curricular activities.	LA I

**Evidence Codes:**

AF - Application form

LA - Letter of Application

I - Interview Process (may include task/presentation)

R - References



Criteria	Desirable Criteria	Criteria found
<b>Qualifications</b>	Evidence of further study.	AF LA
	Willingness to engage with an NPQ programme	AF LA
<b>Experience</b>	Variety of teaching across the primary age range	AF LA
	Sustained teaching experience within more than one Primary school	AF LA
	Experience of having worked in a monitoring role	AF LA
	Experience of having worked in a school with high PP numbers	LA
	Experience in liaising with other education establishments to support all genres of students	LA
<b>School specific needs</b>	An interest in promoting the mental health of all stakeholders	LA
	Knowledge of how to raise standards across the school curriculum	AF LA
	Experience in different teaching and learning styles.	AF LA I
<b>Professional and Personal Qualities</b>	Ability to recognise and promote the strengths of staff.	AF LA I
	Ability to remain positive, cool, calm and collected at all times	LA I
	Ability to hold others to account and to promote the well-being of our children over anything else	LA I
<b>Managing the Organisation</b>	Having worked closely and in partnership with Governors	LA
	Ability to use ICT effectively for teaching/management	LA I
	Experience of working with outside agencies	LA I
<b>Strengthening the Community</b>	Commitment to engage in Parent/School activities.	LA I
	Experience of working closely with parents to support PP	LA
	A highly visible presence and good role model who inspires confidence and trust, empowering and motivating all stakeholders	LA I

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