

Deputy Head Teacher Person Specification



Educational Qualifications and Training		Evidence
Essential	<ul style="list-style-type: none"> Qualified Teacher Status Degree or equivalent Evidence of Continuing Professional Development or further professional study A knowledge of teachers' professional standards, duties and legal responsibilities Willingness to continue to learn and develop in role 	A, R A, R A, R, L L, I, A L, I, A
Desirable	<ul style="list-style-type: none"> Designated Safeguarding Training NPQML, NPQSL or NPQH qualification 	A, L A, L
Experience		
Essential	<ul style="list-style-type: none"> Evidence of effective classroom practice Promotes high standards of teaching and learning through excellent classroom practice Ability to make learning fun and engaging while ensuring all children are appropriately challenged Previous experience in a senior leader or middle leader role in a primary school Data analysis and action planning which impacts on progress and standards Experience of leading and managing people Contributing to self-evaluation and school improvement Experience of leading training and other staff development activities Experience of working with governors, parents, outside agencies and the wider community 	L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I
Desirable	<ul style="list-style-type: none"> Teaching in more than one key stage Leading staff appraisal Experience of coaching and mentoring 	L, R L, R L, R
Knowledge and Understanding		
Essential	<ul style="list-style-type: none"> In-depth knowledge of curriculum development and effective pedagogy Sound understanding of assessment, recording and reporting Subject leadership of a core subject with impact on school improvement Understanding of strategies for school improvement Knowledge of how effective use of data and target setting can raise standards Up to date knowledge and understanding of current educational issues Ability to work with the Senior Leadership Team to formulate, monitor and review plans and policies. 	L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I
Skills		
Essential	<ul style="list-style-type: none"> Ability to motivate, lead and manage people to work individually and in teams Ability to work as part of a team Ability to implement change and plan strategically Excellent communication skills both orally and in writing Understanding, analysis and interpretation of school performance data Ability to prioritise, work under pressure and meet deadlines Effective problem solving skills Effective administration and organisational skills 	L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I L, R, I
Personal Attributes		
Essential	<ul style="list-style-type: none"> Value all children and committed to the development of the whole child Relate well to pupils, staff and parents and care about their individual needs 	L, I L, R, I L, I

	<ul style="list-style-type: none"> • Able to adapt to changing circumstances and new ideas in a positive and creative manner • Ability to deal with sensitive issues in a professional manner • Has high standards of self and others • Good judgement • Energy and enthusiasm • Integrity and loyalty • A good sense of humour • Willingness to go that extra mile 	L, I L, I L, I L, I L, I L, I L, I
Suitability to work with children		
Essential	<ul style="list-style-type: none"> • Full DBS check 	R

A = Application, L = Letter, I = Interview day, R = Reference/Checks