**PERSON SPECIFICATION**

**POST: Deputy Head SCHOOL: Cuckney C of E Primary**

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| **FACTOR** | **ESSENTIAL** | **DESIRABLE** | **ASCERTAINED BY** |
| **Qualifications & Experience** | • Qualified Teacher Status  • Degree qualification or equivalent  • An excellent class teacher  • At least four years’ post qualified teaching experience  • Proven track record of leading whole school improvement as SLT member and/or subject leader | * Further professional qualifications eg NPQs | * Application Form * Documentary Evidence |
| **Skills, knowledge and abilities** | * Knowledge and understanding of statutory assessment arrangements at KS1 and/or KS2 * Excellent knowledge of monitoring and school self-evaluation as a tool for improvement * Knowledge and understanding of effective strategies to manage the behaviour of pupils * Excellent knowledge of inclusion including EAL, bilingual learners, minority ethnic achievement and equality (race, disability, and gender) * Excellent understanding of safeguarding especially the safety and welfare of vulnerable and disadvantaged pupils * Expert knowledge of strategies for closing the gap, such as pupil premium funding and the EEF Toolkit, so that disadvantaged pupils achieve exceptionally well * Provide professional guidance to colleagues, working closely with staff, parents and other agencies | * Experience of SEND leadership * Lead the strategic development of special educational needs (SEN) policy and provision in the school * Be responsible for day-to-day operation of the SEN policy and co-ordination of specific provision * To support individual pupils with SEN or a disability | * References * Interview |
| **COMMUNICATION** | • Communicate effectively both orally and in writing with pupils and adults |  | * Application Form * Interview |
| **APTITUDES & PERSONAL QUALITIES** | * Passionate about Learning and Teaching * Displays warmth, care and sensitivity in dealing with children * Approachable, caring and kind * Ability to work under pressure, has a sense of humour and appropriate work/life balance * Ability to work effectively as part of a team * Ability to deal sensitively with people and resolve conflicts. * Passionately upholding and develop the school’s Christian   ethos and values.   * Ability to set high standards and provide a role model for staff and pupils. * Ability to direct and lead the work of others, motivating, inspiring, and supporting staff * Establish and maintain professional, constructive and open relationships with parents, staff, governors, and the local community * Is committed to continued self-professional development and is always trying to find ways to improve. * Has self-belief, senses opportunities, and takes the initiative in moving things forward in a positive way * To take full responsibility for leading and managing significant aspects of the school, under the overall direction of the Head Teacher. * Skilled at leading high quality CPD and staff meetings * Willingness to be involved in the wider life of the school | * The ability to teach a wide range of subjects across the primary age range, in mixed aged classes. | * Application Form * References * Interview * Specific Qualifications or experience |

To be shortlisted, candidates must meet the essential requirements of the person specification. It would be highly advantageous for candidates to meet some or all the desirable requirements.