**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
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| **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
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| **COMMUNICATION** | • Communicate effectively both orally and in writing with pupils and adults |  | * Application Form
* Interview
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| **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
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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.