

**PERSON SPECIFICATION
DEPUTY HEADTEACHER
Discovery Primary School**

Category	Essential	Desirable
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> ▪ Qualified teacher status ▪ Evidence of continuing professional development ▪ Ability to identify own learning needs and to support others in identifying their learning needs 	<ul style="list-style-type: none"> ▪ Postgraduate level qualification ▪ NPQ awards or Leadership Pathways certification
2. Safeguarding	<ul style="list-style-type: none"> ▪ Commitment to the protection and safeguarding of children ▪ Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community ▪ Safeguarding qualifications 	
3. Experience	<ul style="list-style-type: none"> ▪ At least 5 years successful teaching experience in the primary age range ▪ At least 3 years successful experience in a leadership and management role ▪ Substantial, successful outstanding teaching experience 	<ul style="list-style-type: none"> ▪ Teaching experience in at least 2 of key stages. ▪ Curriculum leadership in one or more core subjects
4. Strategic Leadership	<ul style="list-style-type: none"> ▪ Ability to articulate and share a vision of primary education within the context of the school's mission statement ▪ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school ▪ Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement ▪ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these 	<ul style="list-style-type: none"> ▪ Knowledge of the role of the governing body ▪ Evidence of having successfully translated vision into reality at whole school level
5. Teaching and Learning	<ul style="list-style-type: none"> ▪ A secure understanding of the requirements of the National Curriculum and Early Years development ▪ Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils ▪ A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning ▪ Experience of effective monitoring and evaluation of teaching and learning ▪ Secure knowledge of statutory requirements relating to the curriculum and assessment 	<ul style="list-style-type: none"> ▪ Promoting SMSC of pupils across the curriculum

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	<ul style="list-style-type: none"> ▪ Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management 	
6. Leading and Managing Staff	<ul style="list-style-type: none"> ▪ Experience of working and leading staff teams ▪ Ability to delegate work and support colleagues in undertaking responsibilities ▪ Experience of performance management and supporting the professional development of colleagues ▪ Understanding of effective budget planning and resource deployment ▪ Leadership of middle management / phase leaders ▪ Experience of offering challenge and support to improve performance ▪ Ability to lead sessions to inform parents 	<ul style="list-style-type: none"> ▪ Experience of working with governors to enable them to fulfil whole school responsibilities ▪ Successful involvement in staff recruitment, appointment/induction
7. Knowledge and skills	<ul style="list-style-type: none"> ▪ Ability to communicate effectively, orally and in writing to a range of audiences; e.g. staff, pupils, governors, parents ▪ Excellent personal organisational skills ▪ Ability to prioritise workload and work to specific deadlines ▪ Able to inspire, challenge and motivate others 	
8. Personal attributes	<ul style="list-style-type: none"> ▪ Understanding of and commitment to nurture and inclusion, and their impact upon learning ▪ Ability to be flexible, work well under pressure and manage stress ▪ High expectations for all pupils ▪ Ability to inspire, challenge, motivate and empower others ▪ Belief in and ability to foster a fair, open and supportive culture ▪ Self-motivation and a commitment to continued professional development ▪ A strong sense of loyalty, integrity and enthusiasm ▪ A 'can do attitude' and an ability to solve issues as and when they arise ▪ A sense of humour 	
9. References	<ul style="list-style-type: none"> ▪ Positive recommendation in professional references ▪ Satisfactory health and attendance record 	<ul style="list-style-type: none"> ▪ Professional reference without reservations. ▪ Strong positive examples of leadership impact