



PERSON SPECIFICATION: DEPUTY HEADTEACHER

QUALIFICATIONS AND TRAINING		Essential	Desirable
1.1	Qualified Teacher Status	✓	
1.2	Evidence of continuing and recent professional development relevant to the post, including leadership	✓	
1.3	Commitment to continuing professional development, including leadership and Inclusion.	✓	

EXPERIENCE		Essential	Desirable
2.1	Successful teaching experience across the primary phase.	✓	
2.2	Experience of effective leadership of a core subject	✓	
2.3	Experience of effective management and improvement of staff performance	✓	
2.4	Experience of working in an area of social deprivation	✓	
2.5	Experience of successful people management and sensitive implementation of change	✓	
2.6	Experience of effective use of IT systems for monitoring purposes	✓	
2.7	Strong track record as an Assistant Head or Acting Deputy		✓
2.8	Experience of leading school improvement and securing positive impact on standards and accelerating progress	✓	
2.9	Experience of leading on safeguarding		✓
2.10	Experience of contributing proactively to self-evaluation and school improvement planning	✓	
2.11	Experience of leading on SEN		✓

KNOWLEDGE AND SKILLS			
3.1	Excellent oral, written, interpersonal and organizational skills	✓	
3.2	Ability to listen to, reflect on and act on feedback from line manager, staff and community	✓	
3.3	Confident implementation of positive behavior management strategies, particularly with vulnerable and challenging children	✓	
3.4	Ability to work with external agencies and settings	✓	
3.5	Ability to lead on school wide professional development and to confidently impart knowledge and skills to others	✓	
3.6	Ability to analyse assessment outcomes and to communicate and act on this information effectively	✓	
3.7	Ability to manage and resolve complaints professionally and skillfully	✓	

DISPOSITION			
4.1	A strong empathy to work with children and families from challenging or complex circumstances	✓	
4.2	Has high expectations of self and others and holds themselves and others to account	✓	
4.3	A commitment to inclusion and an ambition of exceptional achievement for all pupils including the most able	✓	
4.4	Ability to work under pressure, demonstrate resilience and meet deadlines	✓	
4.5	Ability to work flexibly and problem solve	✓	
4.6	A commitment to working in very close alliance with the headteacher to ensure a united approach and professional support.	✓	