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|  | **Hassocks Infant School****Person Specification** |

**Deputy Head Teacher**

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| **Criteria** | **Qualities** | **Essential** | **Desirable** |
| **Qualifications and training** | Qualified Teacher Status | ✓ |  |
| Degree | ✓ |  |
| Evidence of commitment to continuing professional development | ✓ |  |
| Enhanced safeguarding training |  | ✓ |
|  | Successful completion of, or willingness to undertake NPQs, e.g. NPQSL or NPQH. |  | ✓ |
| **Experience** | At least 3 years recent and relevant senior leadership team experience in a primary setting | ✓ |  |
|  | Record of outstanding classroom practice with at least 5 years teaching experience | ✓ |  |
|  | Experience of teaching in more than one key stage |  | ✓ |
|  | Experience of self-evaluation and school improvement planning | ✓ |  |
|  | Evidence of successful curriculum leadership and curriculum innovation | ✓ |  |
|  | Proven track record of raising standards and meeting challenging targets | ✓ |  |
|  | Experience of working in collaboration with all stakeholders and the wider community to develop positive relationships. | ✓ |  |
|  | Demonstrable experience of successful line management and staff development |  | ✓ |
|  | Experience in managing the performance management process |  | ✓ |
|  | Knowledge and experience of leading safeguarding |  | ✓ |
| **Skills & Knowledge** | Ability to communicate effectively both orally and in writing to a range of audiences. | ✓ |  |
|  | Data analysis skills and the ability to use data to set targets and identify weaknesses | ✓ |  |
|  | Understanding of high-quality teaching, and the ability to model this for others and support others to improve | ✓ |  |
|  | Understanding of school finances and financial management |  | ✓ |
|  | Ability to communicate a vision and inspire others | ✓ |  |
|  | Ability to build effective working relationships | ✓ |  |
| **Personal Qualities** | A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school | ✓ |  |
|  | Ability to work under pressure and prioritise effectively | ✓ |  |
|  | Commitment to maintaining confidentiality at all times | ✓ |  |
|  | Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. | ✓ |  |
|  | A positive and effective approach to behaviour management | ✓ |  |
|  | Well-developed interpersonal skills | ✓ |  |