# Deputy Head Teacher Person Specification

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications and Training** |
| Qualified teacher status | AF |  |
| National Professional Qualification in Senior Leadership/further training in leadership |  | AF |
| Designated Safeguarding Lead training |  | AF |
| **Experience** |
| Successful experience as a high performing KS2 teacher. Experience of teaching across the primary phase. | AF/I | AF/I |
| Evidence of successfully holding a whole school leadership responsibility.  | AF/I |  |
| Experience of leading and implementing whole school initiatives and managing change, developing strategies for improving teaching and learning and raising achievement. | AF/I |  |
| Experience of successfully contributing to staff development. | AF/I |  |
| Experience of working with governors, parents, outside agencies and the wider community. | AF/I |  |
| **Knowledge and skills** |
| In-depth knowledge of curriculum development. | AF/I |  |
| Excellent English subject knowledge. | AF/I |  |
| Know what quality teaching and learning looks like and strategies to develop and improve this. | AF/I |  |
| Understand positive behaviour management strategies and have the ability to put these in to practice | AF/I |  |
| Know how to analyse and use data to set targets and identify areas for development. | AF/I |  |
| Have a secure understanding of safeguarding policy and practice | AF/I |  |
| Have strong written and oral communication skills with the ability to inform and engage all stakeholders. | AF/I |  |
| The ability to plan, prioritise and organise own work and time. | AF/I |  |
| **Personal Qualities** |
| Ambition, enthusiasm and a passion for teaching.  | AF/I |  |
| The ability to inspire, challenge, motivate and empower others. | AF/I |  |
| A positive ‘can do’ attitude and problem-solving approach to any issues when they arise. | AF/I |  |
| Belief in and ability to foster a fair, open and supportive culture. | AF/I |  |
| The ability to build positive relationships with all stakeholders across the school | AF/I |  |