|  |  |
| --- | --- |
|  | **Causeway Green Primary School****DEPUTY HEAD TEACHER****PERSON SPECIFICATION** |
| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **Qualifications** | * QTS (Primary age range)
* Degree level (or equivalent) qualification
* Evidence of recent and relevant continuous professional development
 | * NPQSL or evidence of training at a leadership level
 | * Application form
 |
| **Experience** | * At least 7 years’ experience (in EYFS/KS1/KS2)
* Excellent classroom practitioner
* Demonstrable evidence of Leadership experience
* Proven track record of raising standards and strategically leading one or more curriculum areas
* Effective management of change
* Application of leadership and management in a whole school context
* Effective line management of other staff
* Experience of interpreting data and using assessment data to raise achievement
* Experience of planning and delivering CPD
 | * Teaching experience in more than one school
* Leading of INSET
* Effective collaboration with external agencies
* Development of innovative teaching and learning
* Effective contribution to SEF & SIP
* Whole school curriculum leadership
 | * Application form
* Task
* Interview
 |
| **Professional Development** | * Evidence of relevant further professional development
 | * Appraisal of other staff
 | * Application form
* Interview
 |
| **Personal Qualities, Skills and Characteristics** | * Build and maintain professional relationships with children, staff, parents and governors through effective interpersonal skills and empathy
* Ability to communicate effectively, orally and in writing to a range of stakeholders
* Inspire, challenge, motivate and empower others
* Think creatively to anticipate and solve problems
* Builds on good practice whilst moving the school forward with vision and vigour
* Ability to work collaboratively
* Think strategically and contribute to creating a coherent school vision
* Inclusive approach to education
* High expectations of self and others
* Work under pressure maintaining a sense of perspective and humour
* Excellent organisational skills, the ability to prioritise and meet deadlines
* Reliability and integrity
* Resilience and tenacity
 |  | * Application form
* Task
* Interview
 |
| **Knowledge / Special Attitude** | * Knowledge of current educational trends, curriculum developments and educational initiatives
* Secure knowledge of statutory requirements relating to the curriculum and assessment
* An excellent understanding of theory and best practice in teaching and learning and how it relates to achieving high rates of pupil progress
* Passionate about children’s learning
* Commitment to safeguarding and promotion of the welfare of children and young people
* Excellent strategies for behaviour for learning
* Good ICT skills
* Ability to work effectively in partnership with the head teacher
* Experience of acting as an outstanding model for the teaching of others
* Ability to think strategically
 | * Experience of whole school budgeting
* Creative approach to teaching and learning
* Knowledge of the role of the governing body
* Creative approach to teaching and learning
* Knowledge of the role of the governing body
* Proven ability in the development of effective structures and systems
 | * Application form
* Task
* Interview
 |
| **Other** | * Enthusiasm and humour
* Excellent record of attendance and punctuality
* Empathic and capable of realistic self-assessment
* Fulfil the requirements of an enhanced DBS disclosure
* Aspiring head teacher
* An ability to uphold pubic trust in school leadership and maintain high standards of ethics and behaviour both within and outside school
 |  | * Task
* Interview
* References
* Enhanced DBS check
 |