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|  | **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 |