



**Appointment of Deputy Headteacher**

**PERSON SPECIFICATION**

# Person Specification for the post of Deputy Headteacher

## Clare House Primary School

	Essential	Desirable
<b>Qualifications and Experience</b>		
Qualified Teacher Status	√	
Good honours degree	√	
Experience as an effective leader at middle or senior leadership level in a school	√	
Evidence of appropriate professional development	√	
<b>Leading Teaching and Learning</b>		
Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all students	√	
A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	√	
Understand the characteristics of an effective learning environment and the key elements of successful behaviour and attendance management.	√	
Promote high standards across the school	√	
<b>Leading and Managing Staff</b>		
Ability to articulate, share and translate a vision of an outstanding primary education	√	
Proven skills and experience in analysing data, developing strategic plans, setting targets and monitoring/evaluating progress to lead school development	√	
Understand what constitutes quality in educational provision, the characteristics of effective schools, and effective strategies for raising standards and the achievement of all pupils	√	
Understanding of strategies for appraisal to share accountability for goals and standards	√	

	Essential	Desirable
Collaborate and communicate with a wide range of audiences including parents, pupils, colleagues and other schools		√
Commitment to the promotion of an inclusive school community	√	
Challenge, influence, motivate and support others to attain high standards	√	
Ability to build and support effective teams	√	
Ability to delegate and support colleagues	√	
Understanding of budget planning, staff deployment and effective use of resources		√
A commitment to excellent pastoral care throughout the school	√	
Involvement in staff recruitment, appointment and induction		√
<b>Accountability</b>		
An understanding of the relationship between Deputy Headteacher, Headteacher and the Governing Body	√	
Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff and Governors	√	
Ability to produce clear reports, information and advice to staff and Governors	√	
Experience of working with Governors in strategic areas		√
Full and insightful understanding of OFSTED's requirements for an outstanding primary school	√	