



Deputy Headteacher Person Specification

Qualifications	<ul style="list-style-type: none"> • QTS. • Evidence of professional development. • Evidence of leading a team. • Possibly have NPQs.
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children. • Up-to-date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community. • Be a DSL, or being willing to be trained as one.
Experience	<ul style="list-style-type: none"> • At least three years successful classroom experience within the primary age range. • Proven record of exemplary teaching which has ensured good achievement for children across the full ability range. • Proven record of the successful curriculum/subject leadership leading directly to an increase in standards of attainment. • Experience of leading and implementing whole school initiatives and managing change, developing strategies for raised achievement. • Experience of monitoring and evaluating curriculum delivery.
Teaching and Learning	<ul style="list-style-type: none"> • Clear understanding of what good quality teaching and learning looks like, and strategies to develop this knowledge and understanding further. • Clear understanding of the characteristics of successful behaviour management. • Up-to-date with the latest evidence- based research on what good teaching looks like.
Strategic leadership	<ul style="list-style-type: none"> • Proven successful strategies for planning, implementing, monitoring and evaluating the curriculum. • Ability to delegate where appropriate and support others in taking responsibility. • A commitment to equal opportunities. • Secure understanding of the requirements of the national curriculum.
Knowledge and skills	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences; e.g. staff, children, governors, parents. • Excellent personal organisation skills. • Ability to prioritise workload and work to specific deadlines.
Personal attributes	<ul style="list-style-type: none"> • Show energy enthusiasm and passion for what you do. • Demand the highest quality in all that you do, and in the work of your team. • Be open to new ideas that have a positive impact on the school. • Ability to look outside - to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work. • Commitment to self-development and the development of the school team. • Ability to self-reflect, your performance, yourself and to think about how this could be improved further. • Always strive to bring out the best in each other. • Have integrity and honesty in all that you do. • Be resilient, trustworthy and confidential. • Have difficult conversations or deliver difficult messages if required to do the right thing for our children. • Show awareness and respect for people's differences, recognise different characteristics and personal strengths, to build dynamic and great teams.