

Salisbury Primary School
Deputy Head Teacher

PERSON SPECIFICATION

Category	Job Requirements	Method of assessment
<p>Qualifications and Training</p>	<ul style="list-style-type: none"> ❖ DfE Qualified teacher status ❖ Training qualification relevant to Leadership ❖ Evidence of undertaking in-service training in relevant areas in previous two years 	<p style="text-align: center;">Application Form</p>
<p style="text-align: center;">Skills</p>	<ul style="list-style-type: none"> ❖ To use appropriate leadership styles in different situations, to initiate, lead and manage people to work effectively towards common goals ❖ To demonstrate good judgement and investigate, solve problems and make decisions based on relevant data or information ❖ To communicate clearly and effectively using a range of methods, as appropriate to a variety of audiences ❖ To prioritise and manage ones time effectively in order to achieve challenging professional goals ❖ To draw upon attributes demonstrated by all successful leaders such as adaptability, self -confidence, enthusiasm and commitment ❖ The ability to take lead roles in the development of teaching and learning 	<p style="text-align: center;">Application form, interview and other assessment activities</p>
<p style="text-align: center;">Knowledge And Understanding</p>	<ul style="list-style-type: none"> ❖ An up to date understanding of national policy, curriculum developments, legislation and initiatives. ❖ Promote agreed policy and demonstrate this through good practice. ❖ Strategies to achieve effective teaching and learning and their monitoring and evaluation ❖ Strategies for promoting pupil's spiritual, moral, social and cultural development ❖ Demonstrate a knowledge and understanding of Assessment for Learning in raising standards. ❖ The nature and needs of pupils and communities in inner city and multi-racial areas such as Newham ❖ The implementation of equal opportunities practices throughout a school ❖ The implementation of Newham's policy of inclusive education ❖ The contribution that evidence from inspection and research can make to professional and school development ❖ Health and safety, GDPR, premises and personnel procedures related to the management of a school ❖ The role of Governors in the organisation of the school ❖ The promotion of community education and parental and community involvement in order to raise levels of achievement 	<p style="text-align: center;">Application form, interview and other assessment activities</p>

	<ul style="list-style-type: none"> ❖ Understanding of safeguarding procedures an ability to promote and safeguard the welfare of pupils 	
Experience	<ul style="list-style-type: none"> ❖ At least four years varied experience at a senior level in a similar school ❖ Experience of curriculum organisation, assessment issues and the use of data in setting targets, tracking and monitoring the performance of teaching and learning. ❖ Of developing a strategic view for the future needs and development of the school ❖ Of leading, motivating, supporting, challenging and developing staff to secure improvement ❖ Of effective liaison with other agencies for example Local Authority Officers, local schools or support services ❖ Promote effectively the raising of standards ❖ Evidence of being organised, efficient, reliable and confident ❖ The ability to manage change, acknowledge difference and resolve conflict ❖ Of applying and securing funding streams e.g EYPP, FE2 and EEF funding 	Application form