

Person Specification

Job title: Deputy Headteacher – Teaching and Learning

Qualifications

1. Educated to degree level
2. Qualified teacher status or equivalent.
3. Evidence of further recent relevant CPD

Experience

1. Recent experience of working successfully as a team leader in a primary school.
2. Teaching experience (a minimum of 5 years' experience in primary education in at least two key stages)
3. Involvement in school self-evaluation and development planning.
4. Demonstrate experience of successful line management and staff development.
5. Evidence of major whole school responsibilities and experience of turning vision into effective and successful practice.
6. Evidence of involvement in successful whole school curriculum development.
7. Effective leadership in a significant (core) curriculum area including responsibility for raising standards across the school.
8. Experience of working with children and their families from a diverse range of backgrounds to secure the best possible outcomes.
9. Experience in working with other partners – e.g. pre-school/extended services/cluster group
10. Up to date knowledge of statutory regulations and guidance relating to the post.

Skills and Knowledge

1. An approach to teaching and learning that places the child at the heart of all decision making and practice.
2. Effective communication and interpersonal skills
3. Ability to communicate a vision and inspire others
4. Ability to build effective working relationships
5. Ability to model and promote inclusive practice in all aspects of school life.
6. Data analysis skills, and the ability to use data to set targets and identify weaknesses
7. Understanding of high-quality teaching, and the ability to model this for others and support others to improve
8. Ability to develop others through the delivery of high quality CPD and effective coaching and mentoring.
9. Understanding of school finances and financial management
10. A clear understanding of the essential qualities necessary for effective teaching and learning and the ability to put into practice
11. Excellent understanding of curriculum and pedagogical issues relating to assessment for learning , including latest inspection and research findings
12. Knowledge of effective strategies to include and meet the needs of all pupils, in particular pupils with SEN and EAL and translating policy into ability to analyse data, to evaluate performance and plan an appropriate course of action for improvement.
13. Lead a team to successfully achieve agreed goals.
14. Relate positively to and show respect to all members of the school and wider community.
15. Contribute effectively to the work of the headteacher and senior leadership team.
16. Deal successfully with situations that may include conflict resolution.
17. Be ICT literate and use new technologies to achieve excellence both in learning and in leadership.

Personal Qualities

1. A reflective practitioner
2. A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
3. A commitment to working as part of a team
4. Ability to work under pressure and prioritise effectively
5. A commitment to life- long learning
6. Commitment to maintaining confidentiality at all times
7. A commitment to promoting the health and wellbeing of pupils and staff
8. Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.
9. High expectations for self and others and a strong commitment to raising achievement.
10. Approachable and accessible to the school community.
11. The ability to remain positive and retain a sense of humour.
12. The willingness to support the school ethos by engaging in extra curricular activities.
13. The ability to inspire children and others across the school community.

Note - Candidates who apply for this post will be asked to write a personal statement saying how their knowledge, understanding and experience meet the selected criteria