

WITHINFIELDS PRIMARY SCHOOL

PERSONNEL SPECIFICATION

POST TITLE: DEPUTY HEAD TEACHER

POST REF:

ATTRIBUTES	ESSENTIAL	DESIRABLE
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • Qualified Teacher Status • A proven track record of providing strategic leadership and effective improvement strategies to raise attainment for pupils of all abilities in the primary phase • Ability to proactively build positive and productive relationships • Thorough knowledge and understanding of national priorities, current curriculum developments and recent legislation and their implications for school management • Knowledge of best practice in teaching and learning and a proven track record as an outstanding practitioner • Proven ability to analyse and interpret pupil data and set challenging but realistic performance data • Strong understanding of inclusion and inclusive practices • Strong skills of self-evaluation with the ability to use this information to contribute to school improvement • Excellent ICT skills and strong skills in producing documentation using Standard English, Grammar and Punctuation • Knowledge and experience of coaching and mentoring other staff with proven impact • Strong working knowledge of KCSIE 2023 	
EXPERIENCE	<ul style="list-style-type: none"> • Proven experience of leading and managing staff within a Senior Management role • Experience of teaching in at least two primary phases (EYFS/KS1/KS2) • Proven experience of working collaboratively and networking with a range of stakeholders and external agencies • Experience of involving different stakeholders in self-evaluation and school improvement • Experience in curriculum innovation and development based on pupils' needs and able to demonstrate proven impact in raising standards • Significant role in successful curriculum and/or organisational initiatives in current post 	<p>Experience as a SENCO or Inclusion Manager</p> <p>Experience of teaching in a year group involving statutory assessments</p>
PERSONAL DEVELOPMENT AND ADDITIONAL LEARNING	<ul style="list-style-type: none"> • Evidence of sustained participation in professional development • Willingness and ambition to undertake further development • Proven track record in developing other staff through leading staff training 	<p>NASENCO qualification</p> <p>Trained at a DSL level</p>
DISPOSITIONS/ ATTITUDES	<ul style="list-style-type: none"> • Passionate about achieving excellence in education • Proven ability to work under pressure, to prioritise tasks and to meet deadlines • Persistent high expectations of self and others • Ability to show initiative and leadership, including giving direction and taking responsibility • Displays enthusiasm, energy, openness and willingness to learn and positivity towards change • Proven ability to motivate staff and engage positively with governors and other stakeholders 	