

Person Specification: Deputy Headteacher



QUALIFICATIONS AND EXPERIENCE	1	Qualified Teacher Status (QTS)
	2	Experience across the appropriate age range(s)
	3	Evidence of recent leadership experience that has contributed to school self evaluation and the development of whole school priorities
	4	Supported whole school strategic improvement to improve pupil outcomes
	5	Evidence of recent, appropriate professional development

PERSONAL QUALITIES	1	Demonstrate a passion for teaching and learning
	2	Communicate effectively and develop positive relationships with all stakeholders
	3	Demonstrate excellent interpersonal skills
	4	Be decisive, consistent and focused on solutions
	5	Demonstrate the capacity to lead others, be reflective, resilient and adaptable
	6	Be able to motivate and inspire others
	7	Listen carefully and consider the views of others

SKILLS	1	Support a vision for the school and secure commitment to it from others
	2	Demonstrate their involvement in the interpretation and analysis of data to accurately inform school improvement and to monitor pupil progress
	3	Support systematic and rigorous whole school monitoring and evaluation
	4	Demonstrate their ability to plan to support whole school priorities and improve pupil outcomes
	5	Evidence their work in collaboration with other schools, fellow professionals and external organisations to improve outcomes
	6	Support the development of teaching and learning in school
	7	Have excellent organisational skills, prioritising and managing time well under pressure, to meet deadlines

PROFESSIONAL KNOWLEDGE & UNDERSTANDING	1	Be committed to securing equality of opportunity for pupils in school
	2	Have an understanding of curriculum and assessment developments and how they support pupils' learning
	3	Have secure knowledge of what constitutes highly effective teaching and its impact on the outcomes of all pupils
	4	Maintain high standards of pupil behaviour and attitudes to learning
	5	Have experience of supporting vulnerable pupils in school
	6	Take a lead in the supporting staff in their professional development

SAFEGUARDING	1	Knowledge of national and local safeguarding guidance
	2	Experience of safeguarding and promoting the welfare of children and young people
	3	A commitment to work with relevant agencies to protect children and young people
	4	Knowledge of best practice and procedures in school for safeguarding children and young people