

Deputy Headteacher – Person specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Continued CPD 	<ul style="list-style-type: none"> • Leadership course attendance within past two years
Experience	<ul style="list-style-type: none"> • Successful teaching experience for a minimum of 5 years • Responsibility for leading a core subject • Evidence of the development of subject policy or curriculum schemes of work 	<ul style="list-style-type: none"> • Successful teaching experience in more than one phase with an outstanding or good evaluation • Experience carrying out appraisals • Responsibility at phase or whole school level for raising standards
Knowledge	<ul style="list-style-type: none"> • Having high expectations of pupils • Evidence of strong professional subject knowledge • Knowledge of providing child-centred education and first-hand experiences to enthuse learners • Inclusion and strategies for engaging all learners • Develop appropriate and successful relationships with children • Ability to work well with parents, carers and outside agencies • Knowledge of how to establish a secure, stimulating, inclusive learning environment • Understand how children learn • Understanding of New OFSTED framework • Clear understanding and commitment to safeguarding procedures 	<ul style="list-style-type: none"> • Good understanding of EYFS, the transition to Year 1 and KS2 curriculum • Experience of leading teams to achieve a specific outcome for children • Ability to work in collaboration with Governors
Skills	<ul style="list-style-type: none"> • Ability to plan lessons effectively for all pupils in a class, differentiating tasks and ability to demonstrate best practice to colleagues • Using play-based & cross curricular learning • Effective skills in planning, teaching, assessing and target setting • Confident and competent user of ICT for teaching and learning • Knowledge and understanding of positive behaviour strategies and dealing with specific behavioural issues • Ability to work as a team, sharing ideas and expertise • Has the ability to seek, listen to and act upon advice • Ability to relate well to parents and encourage their participation in the education process • Effective organisational skills • Being flexible and adaptable • Ability to manage change successfully 	<ul style="list-style-type: none"> • Evidence of understanding of strategic management in a school • Ability to analyse data and pinpoint key issues in order to inform staff of the way forward • Ability to coach and mentor individuals to achieve specific outcomes • Ability to challenge and inspire colleagues