

Deputy Headteacher Person Specification



Criteria	Essential (E)	Application form	Interview	Reference
Qualifications				
Qualified Teacher Status	E	X		
Degree / Postgraduate Qualification	E	X		
Commitment to own learning and evidence of continued professional development	E	X	X	
Knowledge and Experience				
Leadership experience of a whole school aspect within a primary school setting.	E	X	X	X
Experience of teaching across the primary age range	E	X	X	X
Working within a Senior Leadership Team.	E	X	X	X
Evidence of recent management and organisational experience	E	X	X	X
Ability to identify work priorities and manage own work load to meet deadlines	E	X	X	X
Ability to communicate with a range of audiences including: colleagues, Governors, LA, parents, and members of the local community	E	X	X	X

School Leadership				
The candidate will be or will have shown the potential to be a successful leader at whole school level.	E		X	X
The candidate will be able to articulate what constitutes an effective, successful Primary school; demonstrate an ability to inspire and motivate colleagues.	E		X	X
The candidate will be able to evidence that they are proven to be highly effective in raising standards at whole school level.	E	X	X	X
The candidate will be able to demonstrate a clear understanding of key school leadership systems, processes and strategies	E	X	X	X
Teaching & Learning				
The candidate will have a proven track record as an excellent classroom practitioner and as such will have a thorough knowledge and understanding of the factors that contribute to successful learning	E	X	X	X
The candidate will have a clear vision in respect of teaching, learning and the school curriculum.	E		X	
The candidate will have experience of overseeing and organising the curriculum at departmental or whole school level.	E	X	X	X
The candidate will show commitment to school improvement and raising achievement for all students	E		X	

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Professional Knowledge & understanding				
<p>The candidate will have a knowledge and understanding of:</p> <ul style="list-style-type: none"> statutory frameworks for education and the requirements that these place on schools, and current best practice in teaching and learning. 	E		X	
<p>The candidate will have a knowledge and understanding of:</p> <ul style="list-style-type: none"> the framework, systems and processes associated with school governance; how to build, communicate and implement a shared vision, and knowledge of how to build and sustain a successful learning community. 	E		X	X
<p>The candidate will have strategies for monitoring, evaluating and improving aspects of school, including challenging poor performance where it exists; the local/national context and any associated trends in education.</p>	E		X	X
Additional Skills				
<p>The candidate will be able to:</p> <ul style="list-style-type: none"> build a strong, positive relationship with the headteacher and other school leaders; establish and develop close professional relationships with other stakeholders as appropriate; manage relationships and resolve conflict when necessary; 	E		X	X

<ul style="list-style-type: none"> communicate effectively (both orally and in writing) to a variety of audiences using a range of media; promote the school and its aims; <p>The candidate will also be able to demonstrate creativity, resourcefulness and resilience when faced with obstacles or problems alongside effective decision-making skills.</p>				
Personal Skills				
<p>The candidate should display a clear passion for teaching and learning and warmth, care and sensitivity in dealing with children;</p> <p>Be open-minded, self-evaluative and adaptable to changing circumstances and new ideas;</p> <p>Be able to reflect positively upon experience;</p> <p>Show willingness to be involved in the wider life of the school;</p> <p>Have the ability to work flexibly;</p> <p>Be able to prioritise;</p> <p>Demonstrate good interpersonal/ communication skills;</p> <p>Maintain a positive mindset and a good sense of humour.</p>	E		X	X