

## PERSON SPEC – Deputy Headteacher - Academic

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Evidence of CPD</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant post graduate qualifications</li> <li>• Timetable training</li> <li>• NPQH or the willingness to undertake this qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of leading teaching and learning across the curriculum</li> <li>• Experience raising standards across the curriculum</li> <li>• Experience of implementing effective systems and structures to support monitor and track progress and attainment across departments, year groups or the whole school</li> <li>• Experience of being the timetabler</li> <li>• Efficient time management</li> <li>• Experience as a coach and mentor to staff</li> <li>• Evidence of strong involvement in whole school and extracurricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in leading improvements to SEND provision across the curriculum or improving adaptive teaching/ provision across the school</li> <li>• Experience in leading high attaining students in a high challenge and outcomes sixth form setting</li> <li>• Experience leading CPD across school and beyond e.g. across a trust or teaching school hub</li> </ul>
<b>Abilities</b>	<ul style="list-style-type: none"> <li>• A clear understanding of quality first teaching</li> <li>• An ability to motivate and inspire pupils</li> <li>• A clear understanding safeguarding responsibilities for all stakeholders</li> <li>• An ability to evaluate, analyse and plan effectively</li> <li>• An ability to be highly organised</li> <li>• An ability to listen with empathy, consider the views of others and act appropriately with the information received</li> <li>• Evidence of exam year group Leadership with clear impact on student cohorts on whole school outcomes</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Able to develop positive relationships within school and with our stakeholders</li> <li>• Analytical and problem solving skills</li> <li>• Confidently uses a range of techniques and tools to teach and assess</li> <li>• Makes use of effective behaviour management strategies that recognise the positives and are age appropriate</li> <li>• Strong public presence due to an ability to communicate effectively in writing and orally to a variety of audiences</li> <li>• Proficient in using benchmarking data to promote well being and learning</li> <li>• An ability to chair meetings effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Managing budgets effectively and ensuring cost efficiency</li> </ul>

## PERSON SPEC – Deputy Headteacher - Academic

	<ul style="list-style-type: none"><li>• An ability to resolve conflict within a team</li><li>• Proven ability to network effectively impacting positively on the whole school</li></ul>	
<b>Attitude</b>	<ul style="list-style-type: none"><li>• Approachable, Empathetic, Enthusiastic, Determined</li><li>• Willingness to take personal responsibility for further training and development</li><li>• Committed to learning, self-improvement and research led strategies</li><li>• Self- reflective and evaluative</li><li>• Head a culture of lifelong learning</li><li>• Sense of humour</li><li>• Well balanced sense of perspective</li><li>• Willingness to be involved in the wider activities of the school</li></ul>	