Person Specification – Deputy Headteacher

Criteria	Essential	Desirable	Identified
Qualifications			
• Qualified Teacher status • NPQH • Evidence of regular and appropriate professional development in school leadership and management	* 	 * *	Application form Certificates
Experience			
• Outstanding teaching • Recent experience in the last 3 years of teaching Year 6 and Key Stage 2 SATs • Experience of successfully leading or being an integral part of an improvement agenda and change which has led to raising attainment and achievement • Recent Knowledge of OFSTED Inspection and the post OFSTED planning process at a Senior level • Experience of developing a culture of high performance and supporting and empowering staff • Experience of excellent relationships with parents, governors and the wider community	* * * * * *		Application form Written statement Interview
Professional knowledge and skills			
• Ability to think and plan strategically and to respond flexibly to change • High expectations of pupils' learning, attainment and behavior and of one's own professional abilities and those of colleagues • A full understanding of the National Curriculum and national changes in Education • Knowledge of Safeguarding procedures • Comprehension of educational developments and their implications for leading schools • Knowledge of mentoring and coaching processes • IT skills relevant to School Leadership • Sound knowledge of the role of ICT in teaching and learning across the curriculum. • Ability to benchmark the milestones from good to outstanding • Excellent communication skills - able to communicate at all levels and to a variety of audiences • Ability to motivate and develop all staff • Ability to take over the role of subject leader in Literacy	* * * * * * * * * * * *		Application form Written Statement Interview
Personal Qualities			

• Flexible and high energy/confident outlook • Enabling, engaging and motivational • Determination to see through new initiatives and drive improvement • Works with pace, purpose and vision • Credibility to engage with internal and external stakeholders • Flair for inspiring and sustaining a positive culture of high achievement for all • Capacity to relate to all pupils from whatever background in order to motivate them to achieve their potential	* * * * * * *		