

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 of teaching Year 6 and 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		
 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 	*	