**Person Specification**

**Deputy Headteacher**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | **Essential** | |
| **Qualifications** | | * QTS * Degree/PGCE or equivalent. * Evidence of active involvement in recent and relevant CPD | |
| **Knowledge and experience** | | **Essential** | |
| * Good understanding of curriculum and pedagogical issues related to extending pupil performance * Curriculum expertise in one or more areas and experience of co-ordinating a curriculum area throughout the school. * Experience of working effectively with all families. * Experience of working with other partners e.g. Local Authority. * Experience of successfully leading and managing whole school initiatives. * Experience of leading appraisal and of coaching/mentoring and supporting colleagues. * Clear understanding of current educational issues and major initiatives, which have implications for primary schools. * Experience of working with a school governing body or governors’ sub –committee * Experience in managing resources and/or budgets. * Good understanding of the principles behind school improvement, including school improvement planning, monitoring, review and evaluation of progress. | |
| **Professional skills** | **Essential** | |
| * An excellent classroom practitioner. * Experience of observing and evaluating the quality of teaching and learning. * Ability to advise, motivate and lead teams and a proven ability in holding relevant staff to account and measuring progress. * Proven experience of school development planning and writing effective action plans * Ability to understand, analyse, interpret and act upon statistics and other data * Ability to work co-operatively as a leader and member of a team. * Organise and maintain a range of processes and procedures to ensure the smooth running of the school. * Experience of organising/delivering staff training/CPD * Involvement in the recruitment and induction of staff. | |
| **Professional ethos and commitment** | **Essential** | |
| * Commitment to a child-centred approach to teaching and learning. * Commitment to developing thinking across the school, where children learn through making mistakes * Promotion of self-reflection amongst oneself and others as a strategy for self and school improvement * Commitment to equal opportunities and inclusion both in principle and practice. * High expectations for self and others and a strong commitment to raising achievement. * Commitment to promote partnership with parents/carers and the wider community * High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child. * Evidence of continued personal, professional development and ambition to develop further as a leader. * Willingness to be involved in out of school and after school activities. | |
| **Personal qualities** | **Essential** | |
| * Approachable with excellent interpersonal skills * Ability to lead, negotiate, motivate and challenge * Ability to promote and develop positive relationships within and beyond school. * Ability to set and work to deadlines * Resilient, positive and retains a sense of humour. * Has a positive attitude to change and challenge * Prepared to take calculated risks * Flexible and willing to adapt as necessary * Confidence, clarity and decisiveness. | |