



SIGMA TRUST

Person Specification

Deputy Headteacher

Qualifications & Experience	Essential	Desirable	MOA*
<ul style="list-style-type: none"> • Qualified Teacher Status in the UK 	✓		
<ul style="list-style-type: none"> • Evidence of recent and appropriate level of Continuing Professional Development e.g. NPQH, NPQSL, MA 		✓	
<ul style="list-style-type: none"> • Successful teaching experience within the primary sector 	✓		
<ul style="list-style-type: none"> • Demonstrable evidence of Senior Leadership experience 	✓		
<ul style="list-style-type: none"> • Experience of working in a wider context than an individual school 		✓	
Leadership & Management	Essential	Desirable	MOA*
<ul style="list-style-type: none"> • An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals 	✓		
<ul style="list-style-type: none"> • Ability to provide clear direction and shared purpose for staff and students 	✓		
<ul style="list-style-type: none"> • Ability to inspire trust and confidence across the school and the community. 	✓		
<ul style="list-style-type: none"> • Understanding of the requirements and expectations of the Ofsted framework 	✓		
<ul style="list-style-type: none"> • Ability to develop and sustain good relationships with staff, parents and governors 	✓		
<ul style="list-style-type: none"> • Ability to lead CPD programmes 	✓		
Teaching & Learning	Essential	Desirable	MOA*
<ul style="list-style-type: none"> • A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice. 	✓		
<ul style="list-style-type: none"> • Proven experience in leading Teaching and Learning for improvement 	✓		
<ul style="list-style-type: none"> • Comprehensive knowledge of the curriculum 	✓		
<ul style="list-style-type: none"> • Clear understanding and knowledge of what constitutes outstanding classroom practice and learning 	✓		
Safeguarding, Ethos and Behaviour	Essential	Desirable	MOA*
<ul style="list-style-type: none"> • Experience with safeguarding across a whole school demonstrating a commitment to keeping children and young people safe; 	✓		
<ul style="list-style-type: none"> • A leader who has an ability to establish and maintain a culture and ethos that promotes effective collaboration, 	✓		

GREATER THAN THE SUM OF ITS PARTS

excellence, equality and high expectations of all students and staff.			
<ul style="list-style-type: none"> Understanding of the TPP approach and the ability to create and maintain an inclusive ethos and positive climate for behaviour and learning across the school. 	✓		
Monitoring & Evaluation	Essential	Desirable	MOA*
<ul style="list-style-type: none"> Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis 	✓		
<ul style="list-style-type: none"> Ability to convey the meaning of data accurately to a variety of audiences 	✓		
<ul style="list-style-type: none"> Successful experience of strategies to raise pupil achievement 	✓		
Personal	Essential	Desirable	MOA*
<ul style="list-style-type: none"> Clear understanding and appreciation of the role of a Deputy Headteacher 	✓		
<ul style="list-style-type: none"> High expectations of self and others 	✓		
<ul style="list-style-type: none"> The ability to work to tight deadlines and under pressure 	✓		
<ul style="list-style-type: none"> An ability to use the full range of leadership skills and qualities, appropriate to the situation 	✓		
<ul style="list-style-type: none"> An enthusiastic and motivational leader with strong morale building skills 	✓		
<ul style="list-style-type: none"> Resilience and determination coupled with the ability to support and show empathy 	✓		
<ul style="list-style-type: none"> The highest levels of integrity and reliability 	✓		
<ul style="list-style-type: none"> Self-motivated and able to take the initiative 	✓		
<ul style="list-style-type: none"> Approachability 	✓		

Method of Assessment (MOA) Key:

A=Application; I=Interview; R=Reference Q=Qualifications T=Task

Safeguarding Responsibilities

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

GREATER THAN THE SUM OF ITS PARTS