



# CATALYST

## Aveley Primary



## Person Specification: Deputy Headteacher

### Qualification criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK

### Experience

- Experience at Lead Teacher, Assistant Head or Deputy Head level (or equivalent)
- Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching students from backgrounds of socio-economic disadvantage
- Experience of having led, or significantly contributed to, the success of a school through its leadership, ethos, teaching and learning and results
- Experience of having improved and sustained an effective behaviour management policy
- Experience with the use of data to inform teaching and learning
- Experience leading a subject with an impact on whole school practice and outcomes

### Behaviours

#### Leadership

- Able to work in close harmony with the Head of School
- Effective management style that encourages participation, innovation and confidence
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of under performance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes personal responsibility for their own actions
- Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction
- Genuine passion and a belief in the potential of every student
- Commitment to the safeguarding and welfare of all pupils

#### Vision and strategy

- Vision aligned with Aveley Primary School values, aspirations and high expectations of self and others
- Understands how to set high aspirations and effective strategies for the school including; delivery and prioritisation of leadership management that faces all aspects of curriculum, learning, administration, finance and communication
- Clear understanding of the strategies to establish consistently high standards of behaviour and commitment to instill these strategies
- Strong organisational skills and ability to delegate are essential
- Use of data to inform and diagnose weaknesses that need addressing

#### Leading the Learning

- Understanding of what outstanding teaching practice looks like.
- How to evaluate, diagnose and implement effective strategies to raise learning standards

**Leading External Relationships**

- Can skillfully manage and maintain effective working relationships with parents and other stakeholders

**Other**

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training
- This post is subject to an enhanced DBS criminal record check