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**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 Headteacher
* 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