



### Person Specification – Deputy Headteacher

Please ensure your application includes examples of how you meet the essential criteria.

No.	Area	Essential	Desirable
<b>1</b>	<b>Qualifications and Training</b>		
1.1	Qualified teacher with Qualified Teacher status	✓	
1.2	Evidence of ongoing professional development e.g NPQML/ SL etc	✓	
<b>2</b>	<b>Experience</b>		
2.1	A successful track record of teaching across the whole curriculum and able to evidence at least good progress and achievement of pupils.	✓	
2.2	Significant experience of successful teaching in Key Stage 2	✓	
2.3	Proven successful leadership of a significant area of whole school development delivered within the last two years	✓	
2.4	Experience as a designated safeguarding lead and/or as champion for disadvantaged pupils		✓
2.5	Experience of successfully building positive links with parents and the wider community	✓	
<b>3</b>	<b>Teaching and Learning</b>		
3.1	An understanding of the requirements (depth and breadth) of the curriculum – please state any particular strengths and phases in application	✓	
3.2	Sound pedagogical understanding of how children learn, including effective teaching and behaviour management strategies	✓	
3.3	Ability to use data of various forms to inform and prioritise school improvement	✓	
3.4	A demonstrable commitment to inclusion	✓	

<b>4</b>	<b>Developing self and working with others</b>		
4.1	Planned and delivered effective staff CPD	✓	
4.2	Evidence of ability to challenge, influence and motivate others in the interests of improving provision	✓	
4.3	Evidence of ability to deal successfully with situations that include change and/or conflict resolution	✓	
4.4	Experience of using a coaching approach to improve the performance of teachers		✓
4.5	Experience of successfully leading on areas of school improvement and implementing strategies that lead to impactful change.	✓	
<b>5</b>	<b>Personal Qualities</b>		
5.1	Highly resilient with a positive outlook	✓	
5.2	Able to assume the day-to-day management of the school in the absence of the Headteacher	✓	
5.3	Empathy for the aspiration of the Church of England's vision for education (you MUST acknowledge this as it is central to the Trust's operation)	✓	