**Deputy Headteacher**

**Person Specification**

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| **Qualifications and Training** | **Essential** | **Desirable** |
| Qualified Teacher Status | **x** |  |
| Graduate or equivalent | **x** |  |
| Evidence of continuous professional development | **x** |  |
| NPQSL or equivalent |  | **x** |
| **Experience and Skills** | **Essential** | **Desirable** |
| Experience across the primary age range | **x** |  |
| Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level | **x** |  |
| A proven track record for delivering high standards in learning and teaching | **x** |  |
| Enthusiasm and expertise in developing and implementing a curriculum that is exciting and inspiring for children and staff |  | **x** |
| Experience of establishing and maintaining effective partnerships with parents/carers, the local community, local authority and others. | **x** |  |
| A strong focus on continuous self and staff improvement and development, including effective feedback, delegation of appropriate tasks and empowerment of individuals and teams |  | **x** |
| Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils | **x** |  |
| Demonstrate experience of senior leadership; as a minimum as an Assistant Headteacher or part of a Senior Leadership Team | **x** |  |

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

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| **Key Competencies** | **Essential** | **Desirable** |
| Passionate commitment to education | **x** |  |
| Accepts accountability and holding others to account | **x** |  |
| Skilful communication according to audience | **x** |  |
| Adhering to principles and values | **x** |  |

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| **Safeguarding** | **Essential** |
| Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people | **x** |
| Ability to form and maintain appropriate relationships and personal boundaries | **x** |
| Emotional resilience in working with occasional challenging behaviours and emotional resilience in working with all pupils | **x** |
| Appropriate use of authority and discipline | **x** |

These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure.