



### Person Specification

<b>JOB TITLE:</b>	<b>Deputy Headteacher</b>
<b>DATE:</b>	<b>February 2025</b>
<b>STATUS:</b>	<b>Final</b>

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
<b>Knowledge and qualifications</b>					
1. Qualified teacher status.	E	✓		✓	✓
2. National Professional Qualification for Senior Leadership (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd.	D	✓			✓
3. Evidence of personal commitment to lifelong learning.	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school's/trust's context.	E		✓	✓	
5. Thorough understanding of how young people learn, the core features of effective school systems in supporting a positive culture, and climate, to ensure success in all areas of School life.	E		✓	✓	
6. Thorough and wide knowledge of safeguarding issues.	E			✓	
7. Knowledge of the SEND Code of Practice.	E	✓			
<b>Experience</b>					
8. Outstanding teacher with a track record of improving outcomes.	E	✓		✓	
9. Experience as a Senior Leader in a Secondary School.	E	✓		✓	
10. Evidence of impact on raising standards and improving outcomes.	E	✓			
11. A. Experience of leading aspects of safeguarding.	E			✓	

B. Experience of leading on whole school attendance or areas of attendance.					
12. Experience of working collaboratively with leaders in other schools to achieve shared priorities and/or of supporting other schools.	E	✓		✓	
13. Experience of accurately analysing quantitative and qualitative data to evaluate school performance and identify school improvement priorities and actions.	E	✓		✓	
14. Track record of successfully implementing and evaluating whole school strategies to improve pupil outcomes and raising aspirations.	E	✓		✓	
15. Evidence of successfully developing teams of professionals, delegating with accountability and managing change.	E	✓		✓	
<b>Skills and competencies</b>					
16. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young people's lives.	E		✓	✓	
17. Ability to put assessment frameworks into practice.	E	✓	✓		
18. Demands ambitious standards and high expectations for all pupils.	E		✓	✓	
<b>Other</b>					
19. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
20. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
21. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	
22. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	✓		✓	