



Deputy Headteacher: Person Specification (Academic)

Essential	Desirable
Qualifications and Training	
<ul style="list-style-type: none"> • UK Qualified Teacher Status (QTS) and a Good Honours Degree. • Evidence of recent, high-level leadership CPD. • Up-to-date Level 3 Safeguarding training. 	<ul style="list-style-type: none"> • Evidence of significant recent professional development relevant to senior leadership (e.g., NPQSL, NPQH, or equivalent). • Higher degree in Education or Leadership (MA/MSc). • Safer Recruitment certification.
Leadership	
<ul style="list-style-type: none"> • Significant senior leadership experience with a proven track record of school improvement and impact on outcomes. Successful experience as an Assistant Headteacher or Deputy Headteacher in a secondary setting, • Curriculum & Pedagogy: Experience in leading the development of a highly effective, inclusive curriculum and implementing "Quality First" teaching strategies. • Staff Development: Proven ability to lead professional learning, mentor middle leaders, and hold staff accountable through rigorous performance management. • Change Management: Experience in successfully leading and sustaining a major whole-school change initiative from inception to evaluation. Ability to think strategically and creatively about the 2028 new build and the future of the Academy. • Proven track record of raising standards of attainment and progress at Key Stage 4 and 5. 	<ul style="list-style-type: none"> • Experience in managing large-scale organizational change (e.g., transition to two-tier). • Experience in designing a curriculum for a two-tier system transition. • Experience in school branding or community engagement during a period of change.
Professional Knowledge and Understanding	
<ul style="list-style-type: none"> • Academic Systems: Expertise in Integrated Curriculum Financial Planning (ICFP) and the strategic construction of the secondary timetable. 	<ul style="list-style-type: none"> • Strategic understanding of secondary timetabling principles, including option block construction and the staffing of specialized KS4

- **Accountability:** Mastery of the Secondary Accountability Framework, with a track record of driving Progress 8 and KS5 Value Added.
- **Assessment:** Experience in managing the complexities of the GCSE/A-Level external examination cycle and statutory reporting.
- **Transitions:** Experience in designing a curriculum for a two-tier system transition that protects student progress across Key Stages.
- **Pedagogy:** Expertise in Cognitive Science and evidence-informed teaching, with the ability to coach staff to translate research into classroom impact.
- **Statutory Knowledge:** Expert knowledge of the 16-19 Funding Guidance, Sixth Form study programmes, and the 2026 Ofsted Report Card evaluation areas

and KS5 pathways

- Expert knowledge of the 16-19 Funding Guidance and Sixth Form study programmes.
- Experience in designing a curriculum for a two-tier system transition.
- Experience in strategic oversight of Exam Access Arrangements (EAA), ensuring statutory compliance and equity of provision for students with additional needs during external assessments.
- **Community Engagement:** Understanding of how to build strong partnerships with parents, governors, and the wider Berwick community. ● Understanding of the specific socio-economic and educational landscape of the North East/Northumberland/Berwick.

Personal Skills & Attributes

- **Trust:** Being reliable, consistent, and humble.
- **Wisdom:** Using research and insight to develop a learning culture. An analytical thinker who can find creative solutions to complex organisational challenges.
- **Kindness:** Leading with compassion and high emotional intelligence. High levels of self-awareness, empathy, and the ability to build strong, professional relationships.
- **Justice:** Ensuring fairness and consistency in all systems.
- **Service:** Channelling ambition into the school, not oneself.
- **Courage:** Having difficult conversations and remaining optimistic in the face of adversity.
- **Vision:** Anticipating the future and helping the community prepare for change
- **Communication:** Highly articulate and persuasive; able to present a compelling vision to diverse audiences.
- **Resilience:** Ability to work under pressure,

manage a heavy workload, and maintain a sense of humor and perspective.

The Berwick Leadership Charter: How We Lead

At Berwick Academy, how you lead is as important as what you achieve. We are looking for leaders who embody our Charter—individuals who lead with high challenge and high support, balancing radical candor with deep empathy.

Trust & Integrity

- Earn Trust: Be consistent, credible, and humble. Act with "service over self," doing what is right rather than what is popular.
- Emotional Intelligence: Manage personal emotions to help others

Wisdom & Horizon Scanning

- Learning Culture: Be outward-facing and research-led. Seek learning from both successes and failures to foster a true growth mindset.
- Expertise: Develop and share specialist knowledge, over-communicating the "why" behind strategic decisions.

Kindness & Compassion

- Lead with Care: Act without ego. Listen to the person, not just the role, to build a genuine sense of belonging and contribution.
- Elevate Others: Seek daily opportunities to help others succeed, empowering staff to lead within their own spheres.

Justice & Equity

- Fairness in Action: Apply rules with transparency and common sense. Value difference and consciously build diverse, high-performing teams.
- Value Strengths: Acknowledge the expertise of others and ensure credit is given where it is due.

Courage & Resilience

- Extreme Ownership: Look at your own actions first when things go wrong. Do not avoid difficult conversations; lean into conflict with skill and honesty.
- Calm Optimism: Build organizational resilience by remaining positive under pressure. Relish challenge and find strength in the collective SLT.

Vision & Strategy

- Long-term Purpose: Prioritize the 2028 vision over short-term "quick fixes." Anticipate change and prepare the community for the future.
- Decisive Action: Translate complex data into clear, actionable plans. Scan the horizon to ensure Berwick remains at the forefront of educational innovation.

Last updated: April 2026