

**PERSON SPECIFICATION**

<b>Deputy Headteacher</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Qualifications and training</b>	<p>Qualified Teacher status</p> <p>Degree/postgraduate qualification</p>	<p>Commitment to own learning and continuing professional development</p> <p>Commitment to joint practice development</p> <p>Specific leadership training e.g. NPQML/NPQSL</p> <p>Safer Recruitment training</p>	Application Form
<b>Experience</b>	<p>Leadership experience of a whole school aspect within a Primary school setting</p> <p>Experience of teaching across the Primary age range</p>	<p>Working within a Senior Leadership Team</p> <p>Working in partnership with parents</p> <p>Working as part of a team</p>	Application Form Interview
<b>School Leadership</b>	<p>The candidate will be or will have shown the potential to be a successful leader at whole school level.</p> <p>The candidate will be able to clearly articulate their philosophy for education and vision for a successful school.</p> <p>In addition, the candidate will be able to:</p> <p>articulate what constitutes an effective, successful Primary school;</p> <p>demonstrate an ability to inspire and motivate colleagues.</p>	<p>A candidate with significant leadership experience will have evidence that they are proven to be highly effective in raising standards at whole school level.</p> <p>A candidate with little or limited leadership experience will be able to demonstrate the ability to raise standards within specific contexts.</p> <p>All candidates will be able to demonstrate a clear understanding of key school leadership systems, processes and strategies.</p>	Application form References Interview
<b>Teaching and Learning</b>	<p>Have a proven track record as an excellent classroom practitioner and as such will have a thorough knowledge and understanding of:</p> <p>the factors that contribute to successful learning;</p> <p>the wider context within which teaching and learning is set including statutory curriculum requirements and the cycle of assessment;</p> <p>the importance of engaging other stakeholders in respect of teaching and learning and the ways in which this can be achieved.</p>	<p>The candidate will have a clear vision in respect of teaching, learning and the school curriculum.</p> <p>The candidate will have experience of overseeing and organising the curriculum at departmental or whole school level.</p>	Application form References Interview

<b>Professional Knowledge and Understanding</b>	<p>The candidate will have a knowledge and understanding of:</p> <p>statutory frameworks for education and the requirements these place on schools;</p> <p>current best practice in teaching and learning.</p>	<p>The candidate will have a knowledge and understanding of:</p> <p>the framework, systems and processes associated with school governance;</p> <p>how to build, communicate and implement a shared vision;</p> <p>how to build and sustain a successful learning community.</p>	
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<b>Professional Knowledge and Understanding (contd.)</b>	<p>current best practice in and effective strategies for securing high standards of behaviour, including learning behaviour;</p> <p>strategies for monitoring, evaluating and improving aspects of school, including challenging poor performance where it exists;</p> <p>the local/national context and any associated trends in education.</p>	<p>how to successfully lead and manage change;</p> <p>how to build, lead and manage high performing teams;</p> <p>how to build and sustain effective partnerships both within and beyond the immediate school community.</p>	Application Form Interview
<b>Professional Values</b>	<p>The candidate will:</p> <p>maintain high expectations of themselves and others alike and be able to communicate these in a positive and constructive manner;</p> <p>have an unswerving commitment to improving outcomes for all children;</p> <p>hold a deep-set belief that learning should be engaging, experiential and relevant;</p> <p>aspire to and strive for excellence in everything that they do;</p> <p>be committed to the personal welfare and safeguarding of all children.</p>		Application Form Interview
<b>Additional Skills</b>	<p>The candidate will be able to:</p> <p>build a strong, positive relationship with the Headteacher and other school leaders;</p> <p>establish and develop close professional relationships with other stakeholders as appropriate;</p> <p>manage relationships and resolve conflict when necessary;</p> <p>communicate effectively (both orally and in writing) to a variety of audiences using a range of media;</p> <p>promote the school and its aims;</p> <p>demonstrate creativity, resourcefulness and resilience when faced with obstacles or problems alongside effective decision-making skills.</p>		Application Form References Interview

<b>Personal Characteristics</b>	<p>Display a clear passion for teaching and learning and warmth, care and sensitivity in dealing with children;</p> <p>Be open minded, self-evaluative and adaptable to changing circumstances and new ideas;</p> <p>Be able to reflect positively upon experience;</p> <p>Show willingness to be involved in the wider life of the school;</p> <p>Have the ability to work flexibly;</p> <p>Be able to prioritise;</p> <p>Demonstrate good interpersonal/communication skills;</p> <p>Maintain a positive mindset and a good sense of humour.</p>	<p>Demonstrate a commitment to environmentally-friendly and sustainable working practices;</p> <p>Show insight into what is important in our school;</p> <p>Bring personal interests and enthusiasms to the school community.</p>	<p>Application Form</p> <p>References Interview</p>
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Above all, staff in Inicio love children, want the very best for them and are prepared to put their needs first. They recognise the importance of making every learning day count for every child, and are fully committed to achieving high standards within a creative, broad and innovative curriculum.