

Person Specification

Deputy Headteacher at Byron Primary School, Bradford

Criteria	Essential	Desirable
Qualifications		
Qualified Teacher Status	Yes	
Evidence of sustained, continuous professional development, preferably in more than one school	Yes	
Further relevant professional / academic study and evidence of continuous professional development and knowledge of current issues in Education.		Yes
Experience		
Successful proven experience of leadership as a Senior Leader/Assistant Headteacher/Deputy Headteacher	Yes	
Evidence of raising standards that have impacted positively on pupil's making exceptional progress and attainment	Yes	
Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	Yes	
A secure understanding of assessment strategies and the use of assessment in order to inform the next stages of learning	Yes	
Experience of effective monitoring and evaluation of teaching and learning and of providing appropriate challenge and support	Yes	
Experience of effectively managing staff performance and supporting professional development	Yes	
Experience of using school data to establish benchmarks, set targets and evaluate for improvement	Yes	
Experience of working with children with a range of SEND	Yes	

Knowledge and Skills		
Demonstrate a strategic leadership style that is characterised by integrity, creativity, resilience, and clarity	Yes	
Understand how to empower all students and staff to excel and be there best	Yes	
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Ability to lead and manage change whilst sustaining the school's good practice	Yes	
Has an excellent understanding of assessment and tracking pupil progress from EYFS to KS2. Including knowledge and experience of statutory assessments		Yes
Personal Qualities		
A commitment to valuing, supporting, and encouraging the professional development and growth of all staff members	Yes	
A commitment to building and maintaining effective and positive relationships with parents, carers, trustees, the wider community, and other schools	Yes	
Demonstrates the confidence to act on their initiative	Yes	
Communicates effectively and listens to and responds to others	Yes	
Is passionate about inclusive education and learning	Yes	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people	Yes	
An understanding of up-to-date safeguarding requirements including all aspects of safer recruitment	Yes	
Other Requirements		
Demonstrate a commitment to: <ul style="list-style-type: none"> Equalities and the Equality Act 2010 Promoting the Trust's vision and ethos 	Yes	



<ul style="list-style-type: none">• High ethical standards• Relating positively to and showing respect for all members of the Trust and wider community• Ongoing relevant professional self-development		
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