



Cabot Primary School - Person Specification for Deputy Head Teacher

Key as to how criteria will be identified: [a] application [r] references [s] selection process

	Essential	Advantageous
1) Qualifications	a) Qualified teacher status [a]	i . Further qualifications and/or studies relevant to Primary age range [a]
2) Experience*	a) Proven ability as an innovative, self-motivated teacher [r] b) Experience of teaching in different Year groups across the primary setting [a] c) Successful experience of working with children of all levels of ability [a/r] d) Experience of assessing children's progress accurately to inform planning [a] e) Successful experience of leading change in a primary school [a/r] f) Experience of analysing and interpreting data to support effective intervention [a/s] g) Experience of supporting the development of other teachers. [a/s/r] h) Experience of using research to develop practice individually or as a team [a/s]	i. Teaching experience in Year 2 or 6 [a] ii. Experience of working with the wider community to support children's learning[a/s]
3) Professional Development	i. Professional development relevant to leadership [a]	ii. Evidence of a variety of CPD spanning candidates areas of professional interest [a]
4) Personal and Professional Qualities	a) Ability to work as a member of a committed team of professionals [r/s] b) Ability to maintain good relationships with the whole school community [r/s] c) Willingness to enter into the full life of the school [s] d) An energetic and solution focused approach [r] e) Commitment to promote and maintain the ethos, values and aims of the school [s] f) Confidence to empower teachers and other staff to develop their practice [r/s] g) Ability to be a team player as well as a team leader [r/s] h) Able to initiate, lead and monitor developments in a sensitive yet constructive manner [r/s] i) A sense of humour and positive	



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	attitude that will help enhance life in and around school [r/s] j) Resilience to manage challenging times [a/r]	
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* the impact of the applicant's experience will also be assessed throughout the interview process.

Application form with covering letter	Please complete the BCC application form and send in with a covering letter, to include: <ul style="list-style-type: none">• how your practice and experience reflect the needs of the specification; and• your curricular and personal strengths. The closing date for applications is 12 noon, Thursday 7th October 2021
Conditions	Cabot Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All successful candidates will be subject to an enhanced Disclosure and Barring Service (DBS) check and must have two fully supportive references.
Interview	Interviews will be held during the week beginning 18th October 2021