

CARLTON DIGBY SCHOOL

DEPUTY HEADTEACHER PERSON SPECIFICATION



Those marked **E** are **essential** and must be met in order for a candidate to be shortlisted for interview or appointed to the post. Those marked **D** are **desirable** and will strengthen a candidate's likelihood of being invited to interview or appointed to the post.

CATEGORY	Essential / Desirable
QUALIFICATIONS	
Qualified Teacher Status	E
NPQSL	D
Recent CPD relevant to the post	E
Other professional qualifications	D
EXPERIENCE	
Substantial successful teaching experience (mainstream / special)	E
Experience in more than one school	D
At least 2 years successful senior leadership experience in a mainstream or special school	E
Experience of appraising the work of others	E
Experience of working with governors	D
PROFESSIONAL KNOWLEDGE & UNDERSTANDING (examples)	
Up to date knowledge of appropriate curriculum and approaches	E
Wide knowledge of effective teaching methods and strategies	E
Managing the use of data to set targets and raise standards	E
Understanding of school improvement strategies	E
Knowledge of current educational legislation and initiatives	D
PROFESSIONAL COMPETENCIES	
The ability to think strategically and plan for the future	E
The ability to drive and manage change efficiently	E
A commitment to setting high expectations and the ability to challenge underperformance	E
A commitment to ensuring inclusion, addressing equal opportunities, diversity and access	E
The ability to motivate and manage members of staff with different skills	E
The ability and experience and to delegate appropriately and ensure accountability	E
The ability and experience to support and develop staff	E
Leadership qualities which encourage an outward facing and collaborative approach	E
Understanding of school finances and financial management	D
SAFEGUARDING	
Evidence of up to date safeguarding training	E
An understanding of the school's role in keeping pupils and staff safe	E
Experience as a Designated Safeguarding Lead in a school setting	E
PERSONAL ATTRIBUTES	
Adaptable and resilient	E
Efficient and able to complete tasks on time	E
Commitment to maintaining confidentiality at all times	E