**Person Specification – Deputy Headteacher**

Headteacher: Mrs Alice Edwards- BA Hons Primary ED NPQH Email: [Secretary@castor.peterborough.sch.uk](mailto:Secretary@castor.peterborough.sch.uk) \* Twitter: @CastorSchool \* Website: wwwcastorschool.co.uk

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| **Attributes:** | **Essential:** | **Desirable:** |
| **Qualifications and training** | * Degree or equivalent * Qualified Teacher Status * Continued and recent professional development | * Further specialist leadership qualification E.G NPQML/NPQSL |
| **Experience** | * Teaching experience across the primary age range * Excellent classroom practitioner * Experience of using assessment processes to monitor and improve learning outcomes * Experience of leading staff development initiatives * Successful leadership and management experience in school * Experience of liaison with parents, carers and the local community | * Experience of training and developing and inducting staff * Experience of curriculum development * Experience of working closely with governors |
| **Knowledge and understanding** | * Thorough knowledge of the requirements of the National Curriculum and EYFS curriculum * Clear understanding of a range of effective teaching styles and approaches, including the main strategies for improving and sustaining pupil achievement * Understanding of high-quality teaching and the ability to model this for others and support others to improve * Data analysis skills and the ability to analyse data to identify areas for improvement * An understanding of the strategies needed to promote and manage pro-social behaviour * Able to promote inclusion and equal opportunities * Supportive of the Christian ethos of the school and demonstrate a commitment to uphold its values * Strong understanding of Safeguarding procedures | * Experience of leading annual appraisal processes for teaching and support staff * Knowledge of SEN Code of Practice |
| **Skills and abilities** | * Ability to communicate effectively, considering the views of others, including effective oral and written communication * Show excellent time and management skills and analyse, prioritise and meet deadlines * Good interpersonal skills, providing professional direction to the work of others * Ability to develop an effective team * Approachable * Good organisational skills * Ability to work to agreed targets * Ability to lead parent/carer meetings, staff meetings and collective worship |  |
| **Personal qualities** | * Creative, adaptable, approachable and confident * Enthusiastic and energetic approach to school life with the ability to cope with demands and pressures * Integrity, loyalty and sensitivity * A commitment to inclusive education and a willingness to respond to the needs of all learners * Commitment to confidentiality * Self-motivated, resourceful and organised. |  |