**Person Specification – Deputy Headteacher**

Headteacher: Mrs Alice Edwards- BA Hons Primary ED NPQH Email: 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
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| **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
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| **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
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| **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
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| **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.
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