

DEPUTY HEADTEACHER: Person Specification

Our school community is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Services (DBS) check will be carried out for the successful candidate

ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications and training <ul style="list-style-type: none"> Degree level qualification in any National Curriculum subject. Qualified teacher status. Enhanced DBS disclosure. 	<ul style="list-style-type: none"> Postgraduate level qualifications Other qualifications, which show breadth of interest and experience and continued professional development (e.g. NPQH, NPQSL). Secure knowledge and understanding of current, related educational issues. Evidence of appropriate CPD for the role of deputy headteacher DSL qualification. 	<ul style="list-style-type: none"> Application form
Experience <ul style="list-style-type: none"> Proven track record of relevant senior leadership level experience within a school. Evidence of successfully leading a large team, including evidence of successfully implementing change. Experience of leading whole school initiatives to a successful conclusion. Proven track record of working effectively with students, staff, parents and governors. Experience of contributing to school improvement plans and self-evaluation forms. Experience of contributing to staff development, including through appraisal. 	<ul style="list-style-type: none"> Experience at Assistant Head level. Experience in more than one school. Experience of communication with Governors. 	<ul style="list-style-type: none"> Application form Letter of application Interview process

<ul style="list-style-type: none"> • Experience of and commitment to comprehensive school education. • To be able to use data effectively, identifying successes and areas for improvement, and being able to act on these. 		
Personal Qualities <ul style="list-style-type: none"> • An outstanding teacher with significant teaching experience and a proven record of successful student outcomes. • High expectations of themselves and others. • Presence and confidence. • Articulate and inspiring; stable and supportive; adaptable and resilient. • Warmth and sensitivity. • Enthusiasm. • Robust and resilient, with a capacity to manage own work pressure and that of others effectively. • Leadership skills, i.e. the ability to influence and provide a structure for others in developing policy, solving problems and implementing decisions. • Strong moral purpose which inspires colleagues and students. • Self-motivated and a “self-starter”. • Well developed presentational skills. 	<ul style="list-style-type: none"> • Experience of leading and working with others in pastoral development. • Knows what outstanding looks like and has the proven ability to develop outstanding practice across all year teams. 	<ul style="list-style-type: none"> • Application form • Letter of application • Interview process
Skills <ul style="list-style-type: none"> • The ability to apply knowledge of local, national and global educational and pastoral trends to future strategy. • Excellent communication skills, both orally and in writing. • Excellent interpersonal skills and ability to maintain outstanding working relationships with students and colleagues. • Excellent management skills, i.e. the ability to contribute to individual development, delegate, manage time, chair meetings, etc. • Ability to prioritise and organise own work. 	<ul style="list-style-type: none"> • Evidence of effective use of these skills in a variety of situations in present or a recent post. 	<ul style="list-style-type: none"> • Application form • Letter of application • Interview process • References

<ul style="list-style-type: none">• Ability to empower others.• Professionally inquisitive from a safeguarding point of view.• Ambition to gain further promotion to become a secondary Headteacher.• Ability to coach, mentor and deliver training to staff.• Proven ability to work as an effective team member.• Ability to inspire, challenge, motivate and empower teams and individuals to achieve the highest standards.• Prepared to hold others to account and be personally accountable.		
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