



Person Specification - Deputy Headteacher

Essential	Desirable
Professional Qualifications and Training	
<ul style="list-style-type: none"> Degree Qualified Teacher Status Evidence of Professional Development in preparation for Deputy Leadership. 	<ul style="list-style-type: none"> A First-Class degree. Working to or commitment to NPQSL. Leadership qualifications or evidence of higher level academic study.
Experience	
<ul style="list-style-type: none"> Successful teaching in either Foundation, Key Stage One or Key Stage Two. Successful embedding of assessment to improve teaching and learning. Involvement in school self-evaluation and development planning. Successful leadership and performance management of school teams and/or improvement, with a proven track record of raising standards. Ability to listen and act upon advice, willing to learn. Ability to mentor and coach to improve quality of teaching. Ability to express your own ideas and motivate both staff and pupils. Strong knowledge and application of safeguarding procedures. 	<ul style="list-style-type: none"> A flexible, values-based leadership style. Successful teaching in all three Key Stages. A knowledge of and commitment to the Early Years Foundation Stage. Experience in Core Subject Leadership. Experience of Church School Leadership. Successful management of budgets. Experience working with SEN, EAL and disadvantaged children. Experience as a designated safeguarding leader.
Knowledge, skills and abilities	
<ul style="list-style-type: none"> Strong data analysis skills. Strong knowledge of the Primary Curriculum. Ability to use data to set targets, identify weakness and ensure progress. High expectations of pupil performance and behaviour and capacity to achieve this. Understanding of high-quality teaching, and the ability to model and coach this in others. Highly effective communication and interpersonal skills. Ability to communicate, and inspire in all, the Academy's ethos and aims. Ability to develop a Christian, values-based culture. 	<ul style="list-style-type: none"> Experience of Governance Knowledge of the Early Years Framework. Knowledge of Special Educational Needs. Involvement with PTA Knowledge of the Church of England's Vision for Education and the Diocese Vision for Education. Excellent technological capability.
Personal Qualities	
<ul style="list-style-type: none"> Values-based. Positive. Hopeful. Resilient. Conviction of beliefs. Reflective. Self-motivated and self-reliant. Committed to excellence for all. Excellent communication skills. Capacity to prioritise and remain calm under pressure. Commitment to personal wellbeing. Commitment to confidentiality, safeguarding and equality. 	<ul style="list-style-type: none"> Sense of humour. Open to change. Committed to all in the Cranfield community.