

Person Specification - Deputy Headteacher

Job Title:	Deputy Headteacher	
	Essential	Desirable
Education and Qualifications		
Honours degree or equivalent	✓	
Qualified teacher status	✓	
Evidence of commitment to continuing professional development	✓	
Willingness to undertake NPQH		✓
Professional Experience and Knowledge		
Successful teaching and curriculum experience	✓	
Experience of management at a senior level	✓	
Recent and relevant leadership experience	✓	
Successfully led the introduction of robust systems and procedures to support learning and/or smooth operation of a school	✓	
Knowledge of secondary principles and practice	✓	
Successful experience of raising standards for all with measurable outcomes	✓	
Experience of working in collaboration with other educational bodies and the wider community to develop positive relationships		✓
Evidence of highly developed performance management skills	✓	
Understanding of quality in learning and teaching and how to achieve excellence	✓	
Knowledge of key considerations in effective management and deployment of people and other resources	✓	
In-depth knowledge and experience of Child Protection and Safeguarding procedures		✓
Skills		
Ability to lead change	✓	
Ability to communicate effectively orally and in writing to a range of audiences	✓	
Ability to think creatively to anticipate and solve problems	✓	
Ability to formulate a vision and strategy for the school and secure commitment to it from others	✓	
Ability to drive for improvements and challenging underperformance	✓	
Ability to establish and sustain appropriate structures and systems and monitor them	✓	
Innovative and solution focussed	✓	
Ability to motivate, challenge and influence others to attain higher goals	✓	
Ability to develop and empower individuals and teams	✓	
Ability to use new and emerging technologies to support improvement		✓

Personal Qualities		
Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Demonstrate respect and empathy towards others	✓	
Resilience, perseverance and optimism in the face of difficulties and challenges	✓	
Ability to be consistently decisive and focused on solutions	✓	
Commitment and dedication to social justice, equality and excellence	✓	
Capacity to be flexible, adaptable and creative	✓	
Committed to CPD of self and others within the school	✓	
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	✓	
Commitment to Aureus School and values of GLF Schools	✓	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the Staff Code of Conduct	✓	
Equal opportunities		
Candidates must demonstrate an awareness and understanding of equal opportunities	✓	

Safeguarding
GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under-represented groups including this based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.
Flexibility
We are open to applications from educators seeking flexible roles including job share and co-leadership responsibilities.