

Deputy Headteacher

Person Specification

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> • Qualified teacher status in the UK 	✓	
<ul style="list-style-type: none"> • Evidence of recent and appropriate level of Continuing Professional Development e.g. NPQH, NPQSL, MA 		✓
<ul style="list-style-type: none"> • Successful teaching experience within the secondary sector 	✓	
<ul style="list-style-type: none"> • Demonstrable evidence of Senior Leadership experience 	✓	
<ul style="list-style-type: none"> • Experience of working in a wider context than an individual school 		✓
Leadership & Management	Essential	Desirable
<ul style="list-style-type: none"> • An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals 	✓	
<ul style="list-style-type: none"> • Ability to provide clear direction and shared purpose for staff and students 	✓	
<ul style="list-style-type: none"> • Ability to inspire trust and confidence across the school and the community. 	✓	
<ul style="list-style-type: none"> • Understanding of the requirements and expectations of the Ofsted framework 	✓	
<ul style="list-style-type: none"> • Ability to develop and sustain good relationships with staff, parents and governors 	✓	
<ul style="list-style-type: none"> • Ability to lead CPD programmes 	✓	
Teaching & Learning	Essential	Desirable
<ul style="list-style-type: none"> • A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice. 	✓	
<ul style="list-style-type: none"> • Proven experience in leading Teaching and Learning for improvement 	✓	
<ul style="list-style-type: none"> • Comprehensive knowledge of the curriculum 	✓	
<ul style="list-style-type: none"> • Clear understanding and knowledge of what constitutes outstanding classroom practice and learning 	✓	
Monitoring & Evaluation	Essential	Desirable
<ul style="list-style-type: none"> • Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis 	✓	
<ul style="list-style-type: none"> • Ability to convey the meaning of data accurately to a variety of audiences 	✓	
<ul style="list-style-type: none"> • Successful experience of strategies to raise student achievement 	✓	
Personal	Essential	Desirable

• Clear understanding and appreciation of the role of a Deputy Headteacher	✓	
• High expectations of self and others	✓	
• The ability to work to tight deadlines and under pressure	✓	
• An ability to use the full range of leadership skills and qualities, appropriate to the situation	✓	
• An enthusiastic and motivational leader with strong morale building skills	✓	
• Resilience and determination coupled with the ability to support and show empathy	✓	
• The highest levels of integrity and reliability	✓	
• Self-motivated and able to take the initiative	✓	
• Approachability	✓	

Safeguarding Responsibilities

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.