

## PERSON SPECIFICATION – PRIMARY DEPUTY HEADTEACHER

Category	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status.</li> </ul>	<ul style="list-style-type: none"> <li>NPQH or Leadership Pathways certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Successful experience of leading one or more subject areas.</li> <li>Willingness to teach across the school in all Key Stages.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of key management role.</li> <li>Experience of leading a core curriculum area.</li> <li>Experience of teaching in different key stages</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Evidence of continuing professional development relating to teaching and learning/ leadership and management.</li> <li>Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with other schools/organisations.</li> <li>Experience of coordinating or leading continual professional opportunities.</li> <li>Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>An excellent understanding of the National Curriculum, OFSTED and SIAMs requirements.</li> <li>Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils across the full ability range.</li> <li>A secure understanding of assessment for learning strategies to inform future planning.</li> <li>Experience of monitoring and evaluating and improving the impact of teaching.</li> <li>Has a positive approach to behaviour management.</li> <li>Knows the key characteristics of an effective learning environment.</li> </ul>	<ul style="list-style-type: none"> <li>Successful experience in creating a high quality learning environment in which pupils become effective learners.</li> <li>Has expertise in a specific area of learning</li> </ul>
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>Ability to share a vision of primary education.</li> <li>Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement.</li> <li>Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards them.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of having put vision into practice in the school context.</li> <li>Experience of working with governors to enable them to fulfil their school responsibilities.</li> <li>Successful involvement in staff recruitment.</li> </ul>

Category	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Have good knowledge of strategies to implement in securing high quality educational provision and to raise standards and the achievements of all pupils.</li> <li>• Experience of working within and leading a staff team.</li> <li>• Experience of performance management and supporting the continued professional development of colleagues.</li> <li>• Clear understanding of what quality teaching and learning looks like and strategies to develop this</li> <li>• Proven track record of improving others' practice</li> <li>• Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors,</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of managing the wider school budget to support the school in achieving its priorities.</li> </ul>
<b>Skills, Qualities and Abilities</b>	<ul style="list-style-type: none"> <li>• Is committed to modelling and embedding the school values including the Christian ethos and vision of a church school.</li> <li>• Strong commitment to school improvement and raising achievement for all.</li> <li>• A reflective practitioner who is willing to listen and take on board advice as well as lead.</li> <li>• Ability to take initiative in monitoring and organisational areas, planning ahead to ensure that tasks are completed efficiently.</li> <li>• Sense of humour.</li> <li>• Excellent interpersonal and communication skills.</li> <li>• Ability to build good relationships and motivate others</li> <li>• Ability to manage time effectively and meet deadlines.</li> <li>• Ability to think creatively and reflectively when overcoming problems.</li> <li>• Understanding of the importance record keeping and evidence trails</li> </ul>	

