Debenham High School

A Church of England High Performing Specialist Academy

Person Specification
Deputy Headteacher

1. Elements required to undertake the job are provided under specific headings. Each element is essential or desirable as indicated in the table below.
2. How the evidence will be tested is indicated under the remaining columns.

		Essential	Desirable	Application	Interview	References
A: TRAINING AND QUALIFICATIONS						
1.	Qualified Teacher Status	✓		✓		
2.	Degree (or equivalent)	✓		✓		
3.	Completed NPSL or other appropriate leadership qualification		✓	✓		
4.	Evidence of recent professional development	✓		✓		
5.	Relevant Higher Degree or Post Graduate curriculum or management qualification		✓	✓		
B: EXPERIENCE OF TEACHING & EDUCATIONAL LEADERSHIP						
1.	Substantial experience in secondary education	✓		✓	✓	✓
2.	Experience in a range of secondary education settings	✓		✓	✓	✓
3.	Recent experience at Assistant Headteacher or significant leadership role	✓		✓	✓	✓
4.	Evidence of different leadership and management roles	✓		✓	✓	✓
5.	Evidence of making a positive impact on the development & improvement of a school	✓		✓	✓	✓
6.	Evidence of successful strategies used to raise student progression achievement and attainment	✓		✓	✓	✓
7.	Evidence of monitoring, evaluating and reviewing performance, through a robust performance management system	✓		✓	✓	✓
8.	Evidence of successfully operating at both strategic and operational levels	✓		✓	✓	✓

Gracechurch Street, Debenham, Suffolk IP14 6BL
Tel 01728 860213 **Fax** 01728 860998 **Email** office@debenhamhigh.co.uk **Website** www.debenhamhigh.co.uk

Headteacher: Mr Simon Martin BSc
Senior Leadership Team: Miss S McBurney, Mrs L Ramsay, Mrs T Willmott
Chairman of the Academy Trust: Bishop of St Edmundsbury and Ipswich **Chair of Governors:** Mr D Carruthers

Debenham High School is a company limited by guarantee and registered in England and Wales with company No. 07467445

		Essential	Desirable	Applicatio	Interview	Reference
C: PROFESSIONAL KNOWLEDGE AND UNDERSTANDING						
1.	Knowledge of strategies to achieve effective learning, teaching and assessment including the use of ICT	✓		✓	✓	✓
2.	Knowledge of the use of data to establish benchmarks and set targets for improvement	✓		✓	✓	
3.	Knowledge of local & national policies, priorities and statutory frameworks	✓		✓	✓	
4.	Knowledge and understanding of all associated phases of education including HE	✓		✓	✓	
5.	An understanding of management techniques required to operate a successful school	✓		✓	✓	✓
6.	Knowledge of an academy structure		✓	✓	✓	✓

		Essential	Desirable	Applicatio	Interview	Reference
D: PERSONAL SKILLS & ATTRIBUTES						
1.	A commitment to equality and diversity	✓		✓	✓	✓
2.	Excellent oral and written communication & ICT skills	✓		✓	✓	
3.	High standards of integrity and a positive role model for students and staff	✓			✓	✓
4.	Good self-management, to include time management, working under pressure and to deadlines	✓			✓	✓
5.	Stamina, resilience and reliability	✓		✓	✓	✓
6.	An ability to analyse and interpret information to make informed decisions and exercise good judgement	✓		✓	✓	
7.	An ability to evaluate quality and implement actions that lead to improvement	✓		✓	✓	✓
8.	A range of leadership skills to develop productive relationships and high performing teamwork	✓		✓	✓	✓
9.	An ability to challenge and motivate others to create a forward-thinking organisation committed to Academy improvement	✓			✓	✓
10.	An ability to influence key stakeholders, including the wider local community	✓		✓	✓	✓
11.	An understanding of the value of a successful work life balance for self and others	✓		✓	✓	✓
12.	Reflect and react appropriately to challenging situations	✓		✓	✓	✓