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| **Derwent Primary School – Deputy Headteacher Person Specification** |
| **Requirement** | **Essential** | **Desirable** |
| **Qualifications** |
| Degree Qualification | \* |  |
| Qualified Teacher Status | \* |  |
| Evidence of regular and appropriate professional development in school leadership and management |  | \* |
| **Experience** |
| Experience of leadership or management role across whole school | \* |  |
| Experience of teaching in at least two of the three key stages |  | \* |
| Experience of successfully leading different curriculum areas |  | \* |
| Experience of managing the performance of individuals through the appraisal process | \* |  |
| Experience of monitoring and evaluating impact of actions | \* |  |
| Experience of working with children/young people within an educational context appropriate to the role | \* |  |
| Experience of working in partnership with other schools/ professionals/agencies | \* |  |
| Experience of excellent relationships with parents, governors, and the wider community |  |  |
| Experience of implementing whole school approaches to assessment | \* |  |
| **Professional Knowledge and understanding** |
| Knowledge and understanding of how pupils learn | \* |  |
| Comprehensive knowledge of the National Curriculum | \* |  |
| Knowledge and experience of working with pupils who may present challenging behaviour | \* |  |
| Knowledge and understanding of devising and implementing whole school policies |  | \* |
| Knowledge and understanding of using data to identify strengths and areas for development | \* |  |
| Knowledge and understanding of government initiatives and national policy direction |  | \* |
| Comprehensive knowledge of safeguarding procedures | \* |  |
| **Skills and abilities** |
| Able to demonstrate outstanding teaching consistently  | \* |  |
| Able to judge quality of teaching and identify areas for development | \* |  |
| Able to lead improvement and change in order to improve outcomes for all |  | \* |
| Good personal organisation in planning and delivering change |  | \* |
| Able to plan and prioritise own workload and that of others | \* |  |
| Good oral and written communication skills | \* |  |
| Able to develop positive, trusting, supportive and appropriate relationships with pupils, parents and stakeholders | \* |  |
| Able to identify improvement priorities and lead appropriate development plans | \* |  |
| Able to inspire, motivate and develop all stakeholders to promote achievement | \* |  |
| Able to lead and work in a team and in collaborative partnerships | \* |  |
| Able to manage budgets |  | \* |
| Able to identify, discuss and report safeguarding issues including child protection with the relevant representatives | \* |  |
| Ability to use ICT programmes for teaching and learning and for data management and record keeping  |  | \* |
| **Personal Qualities** |
| A positive and flexible approach, open to challenges | \* |  |
| Passionate about children’s education and social, emotional wellbeing | \* |  |
| Driven and determined to drive improvement and overcome challenges | \* |  |
| Empathy for pupils from a wide variety of social, religious and cultural backgrounds | \* |  |
| Sensitivity, flexibility and a sense of humour |  | \* |
| **Equal Opportunities** |
| Commitment to equal opportunities and diversity in the performance of duties | \* |  |
| **CPD** |
| Evidence of commitment to own professional development | **\*** |  |