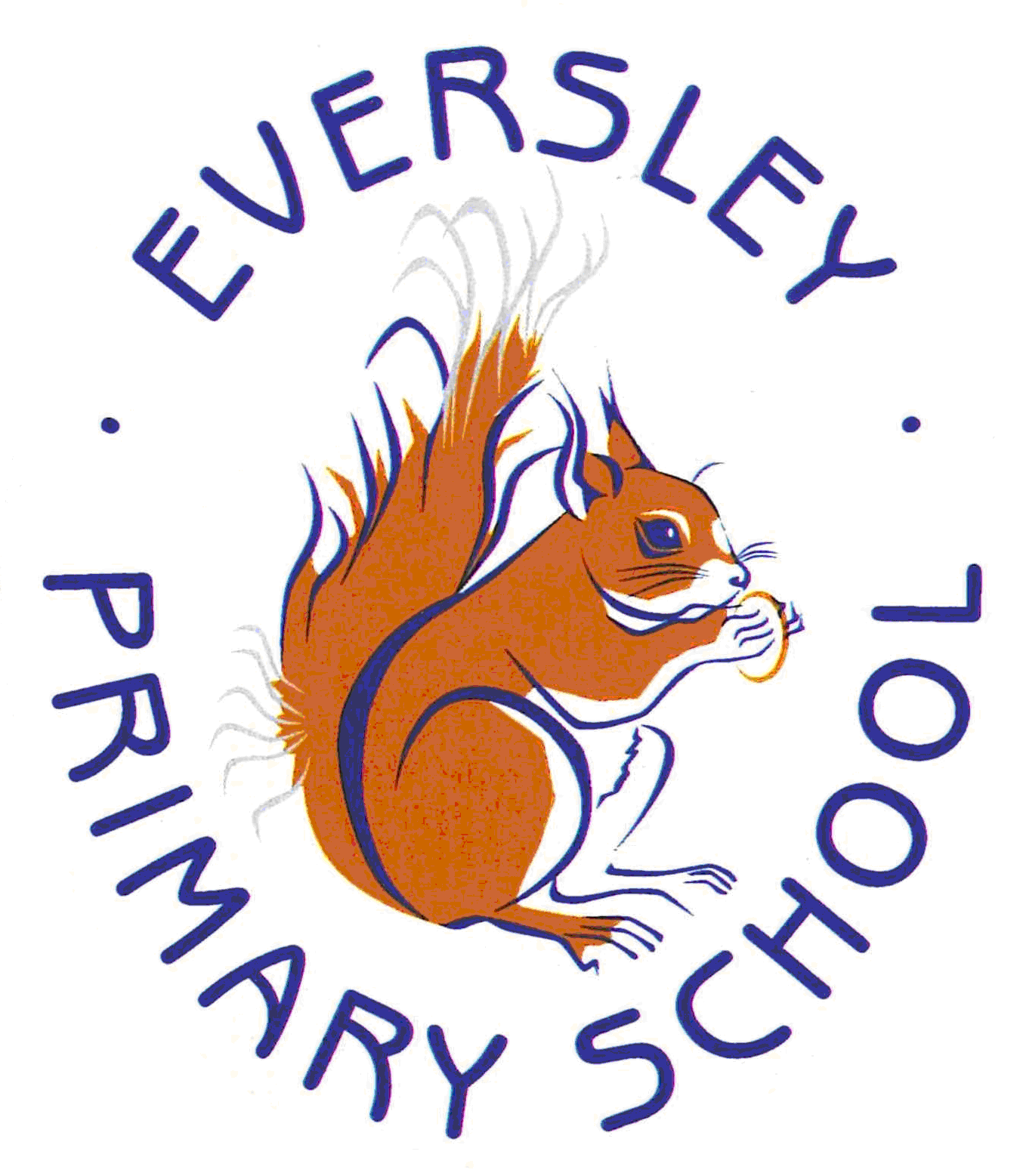
**Eversley Primary School: Deputy Headteacher Person Specification**



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| --- | --- | --- | --- | --- |
| Specification | Essential | How measured | Desirable | How measured |
| Qualifications | * QTS * Degree | 1,4  1,4 | * Good Honours Degree. * A National Professional Qualification (NPQ) * Evidence of further study leading to a professional qualification. | 1,4  1,4  1,4 |
| Experience | * Being an exemplar teaching practitioner and role model. * Teaching across the primary age range * Successfully leading change resulting in a positive impact on pupil outcomes across more than one school. * Creating and implementing school vision, policies and procedures. * Demonstrable experience of successful line management and staff development. * Continuing career development. * Holding a leadership role. * Self-evaluation and school development planning. * Leadership experience. | 1,2,3  1,2,3  1,2  1,2  1,2,3  1,2  1,2  1,2  1,2 | * At least 3 years successful teaching experience. * Experience of undertaking school based research which has impacted on school priorities. * Carrying out performance management for staff. | 1,2  1,2  1,2 |
| Skills and knowledge | * An understanding of high-quality teaching and the ability to model high expectations to support others to improve. * Use effective strategies to promote and develop pupils’ learning behaviours, attitudes and personal development. * An understanding of the accountability to pupils, parents, governors and the Local Authority. * Use of assessment and data analysis to set targets and improve outcomes for pupils. * A secure understanding of the primary curriculum from Reception to KS2. * An understanding of, and a commitment to diversity and equality principles and practices. * An ability to organise and manage people and resources to provide an aspirational and safe learning environment. * An ability to develop and coach others, identifying and delegating appropriate tasks and projects to support this. * An understanding of the need to develop and maintain community links and multi-agency working. * Competent in the integral use of Information Technology systems across the school to develop and improve daily practice and procedures. * Experience in monitoring, evaluating and developing the effectiveness of the curriculum. * Demonstrate exemplary, professional people leadership and management including support and challenge. | 1,2  1,2,3  1,2,3  1,2  1,2  1,2  1,2,3  1,2,3  1,2,3  1,2,3  1,2  1,2,3 | * A demonstrable ability to lead and develop a core curriculum area or aspect of learning. * Experience of governance in another school or setting. * A knowledge and understanding of effective school budget management including: SEND funding, pupil premium and sport premium funding. * Experience of managing the school effectively on a day to day basis in the absence of the Headteacher. | 1,2  1,2  1,2  1,2,3 |
| Personal qualities and attributes | * Ability to motivate and inspire staff and set high expectations. * Demonstrating high standards of personal integrity, loyalty, discretion and professionalism, publicly supporting all decisions of the Headteacher and Governing Body. * Maintaining high morale, confidence and presence amongst staff and stakeholders * Effective communication and interpersonal skills; parental communication, building teams, effective working relationships. * Ability to demonstrate resilience and a good sense of humour. | 1,2,3  1,2  1,2,3  1,2,3  1,2 | * Demonstrable ability to think strategically, critically and to solve problems. | 1,2,3 |
| Safeguarding | * Current level 2 Safeguarding training. * An up to date knowledge and understanding of child protection procedures and safeguarding of pupils. * Demonstrating a commitment to safeguarding and promoting the welfare of children and young people. | 1,4  1,2,3  1,2,3 | * DSL / Level 3 Safeguarding training. * Up-to-date Safer Recruitment training. | 1,4  1,4 |

How tested: 1 - application form, 2 – interview, 3 – interview process including tasks, 4- certificates