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



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| Specification | Essential | How measured | Desirable | How measured |
| Qualifications | * QTS
* Degree
 | 1,41,4 | * Good Honours Degree.
* A National Professional Qualification (NPQ)
* Evidence of further study leading to a professional qualification.
 | 1,41,41,4 |
| 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.
 | 1,2,31,2,31,21,21,2,31,21,21,21,2 | * 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.
 | 1,21,21,2 |
| 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.
 | 1,21,2,31,2,31,21,21,21,2,31,2,31,2,31,2,31,21,2,3 | * 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.
 | 1,21,21,21,2,3 |
| 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.
 | 1,2,31,21,2,31,2,31,2 | * 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.
 | 1,41,2,31,2,3 | * DSL / Level 3 Safeguarding training.
* Up-to-date Safer Recruitment training.
 | 1,41,4 |

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