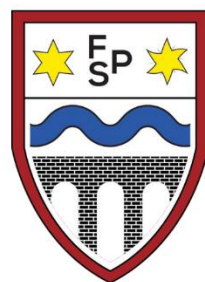




FENISCOWLES PRIMARY SCHOOL

'STRIVING FOR EXCELLENCE'



DEPUTY HEAD

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> ▪ Qualified teacher status ▪ Degree qualification ▪ Willingness to study for the NPQH ▪ Highly effective teacher who can secure outstanding progress 	<ul style="list-style-type: none"> ▪ Evidence of additional further educational qualifications.
Experience	<ul style="list-style-type: none"> ▪ At least 3 years successful teaching in the primary age range ▪ Substantial knowledge and understanding of learning and teaching across either KS1 or KS2 ▪ Leadership experience in the primary age range ▪ Experience of managing and using pupil attainment and tracking data bases 	<ul style="list-style-type: none"> ▪ Experience of working with and involving Governors ▪ Experience of teaching in more than one key stage ▪ Experience of working with and developing links within the community
Knowledge and Understanding	<ul style="list-style-type: none"> ▪ Knowledge and understanding of data analysis and the ability to use data to set targets for improvement ▪ Confident in whole school self-evaluation processes ▪ Knowledge of effective use of pupil premium and how to measure its impact ▪ Up to date knowledge and understanding of the current national education agenda ▪ Understanding of how children learn and effectively apply their learning ▪ Secure understanding of behavior management strategies 	<ul style="list-style-type: none"> ▪ Experience of mentoring and coaching students or staff ▪ Experience of restorative procedures to support behavior management.

Leadership Skills	<ul style="list-style-type: none"> ▪ Evidence of highly effective teaching in more than one year group ▪ Experience of contributing to school improvement at leadership level ▪ Experience of developing and leading staff development programmes for teachers and other staff ▪ Ability to provide a model of best practice. 	<ul style="list-style-type: none"> ▪ Experience of leading appraisals for teaching staff ▪ Successful experience of improving the quality of teaching and learning through processes of monitoring and support
Decision-Making skills	<ul style="list-style-type: none"> ▪ Collect and weigh evidence, make judgements and take decisions in line with good educational practice ▪ Think creatively and imaginatively to solve problems and identify opportunities 	
Communication Skills	<ul style="list-style-type: none"> ▪ Ability to communicate clearly both orally and in writing with a diverse range of audiences, including children, parents and carers, staff, governors and outside agencies ▪ Negotiate and consult 	
Self-Management skills	Prioritise and manage time appropriately	

School Ethos	<ul style="list-style-type: none"> ▪ Demonstrate the capacity to influence others ▪ An ability and commitment to develop and maintain the ethos of the school in partnership with the Head Teacher ▪ Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development ▪ Ability to ensure that the school atmosphere is welcoming and that parents are encouraged ▪ to take an active part in the life of the school and their child's education 	
Personal Attributes	<ul style="list-style-type: none"> ▪ Commitment to safeguarding and promoting the welfare of children and young people ▪ Adaptable to changing circumstances and ideas ▪ Enthusiastic, creative and innovative ▪ To have good personal presence and the ability to develop and maintain effective relationships with all members of the school community ▪ Reliability and integrity 	