



## FORDBRIDGE COMMUNITY PRIMARY SCHOOL

### PERSON SPECIFICATION - DEPUTY HEADTEACHER

Attributes	Essential	Desirable	Evidence
<b>Professional Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> <li>▪ Honours degree or equivalent training</li> <li>▪ Evidence of Continuous Professional development</li> <li>▪ Recent leadership training</li> </ul>	<ul style="list-style-type: none"> <li>▪ Registered/started/completed NPQSL</li> </ul>	<ul style="list-style-type: none"> <li>▪ Application Form &amp; certificates</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Successful teaching experience in Primary education with clear evidence of being a strong teacher over time</li> <li>▪ Raising standards</li> <li>▪ KS2 teaching experience</li> <li>▪ Coaching &amp; mentoring colleagues which has impacted positively on pupils' outcomes</li> <li>▪ Managing behaviour positively and effectively</li> <li>▪ Leading on strategic development at Key stage and/or whole school level with positive outcomes</li> <li>▪ School self-evaluation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Teaching across the primary age</li> <li>▪ Experience of working with Local Authority advisors / moderators, Ofsted Inspectors, Consultants</li> <li>▪ Year 6 teacher / leader</li> <li>▪ Assessment and / or core subject lead across school or key stage.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Application Form</li> <li>▪ References</li> <li>▪ Interview</li> <li>▪ Lesson observations</li> <li>▪ School visit</li> </ul>
<b>Knowledge &amp; Understanding</b>	<p><b>Knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>▪ Outstanding organisation &amp; behaviour management</li> <li>▪ The theory and practice of providing effectively for the individual needs of all children</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge and understanding of instructional coaching</li> <li>▪ Knowledge and understanding of Pupil premium</li> </ul>	<ul style="list-style-type: none"> <li>▪ Application Form</li> <li>▪ References</li> <li>▪ Interview</li> <li>▪ Lesson observations</li> <li>▪ In tray activities</li> <li>▪ Presentation</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Statutory National Curriculum requirements KS2</li> <li>▪ The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety and SEND</li> <li>▪ Safeguarding issues and procedures</li> <li>▪ AFL and how this is successfully used to maximise children's progress and attainment</li> <li>▪ Effective planning to meet the learning needs of all children</li> <li>▪ High level of ICT knowledge and skills</li> </ul>		
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Commitment to continuous professional development at leadership level</li> </ul>		<ul style="list-style-type: none"> <li>▪ Application Form</li> <li>▪ References</li> <li>▪ Interviews</li> </ul>
<b>Personal Qualities and Skills</b>	<ul style="list-style-type: none"> <li>▪ Good/outstanding teacher</li> <li>▪ Ability to inspire and motivate children and colleagues</li> <li>▪ The ability to support, challenge and develop colleagues</li> <li>▪ Enthusiastic, positive and conscientious</li> <li>▪ The ability to work under pressure</li> <li>▪ A knowledge of current assessment methods</li> <li>▪ The ability to always demonstrate professionalism and integrity</li> <li>▪ High expectations of him/herself and of pupils and colleagues</li> <li>▪ Ability to working in close partnership with staff, parents, other professionals and the community</li> <li>▪ Excellent communication &amp; inter-personal skills, being able to work effectively as an individual and as part of a team</li> <li>▪ The ability to manage change sensitively, successfully and swiftly through innovation and motivation</li> <li>▪ Commitment to safeguarding and promoting the welfare of children</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability and willingness to contribute to extra-curricular activities</li> <li>▪ Experience/skills in an aspect of the creative arts (music, drama, art)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Application Form</li> <li>▪ Lesson observation</li> <li>▪ References</li> <li>▪ Interview</li> </ul>
<b>Commitment</b>	<b>Commitment to:</b>		<ul style="list-style-type: none"> <li>▪ Interview</li> <li>▪ References</li> </ul>

	<ul style="list-style-type: none"><li>▪ The school, pupils, parents and community</li><li>▪ Equal opportunities and the promotion of spiritual, social, moral &amp; cultural development</li><li>▪ Inclusion</li></ul>		
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