

PERSON SPECIFICATION
Deputy Headteacher



Essential	Desirable	Evidence
<p>Experience:</p> <ul style="list-style-type: none"> • Minimum of 4 years teaching experience at secondary level • KS3 and KS4 examination groups • Raising levels of achievement • Whole school leadership experience - with impact • Critical incident decision making • Analysis and use of data • Staff Appraisal and development • Action planning • Collaborative working 	<ul style="list-style-type: none"> • HR experience • Safeguarding experience/qualifications • Cross phase work • Budget or resource management • OFSTED inspection • Proven ability to lead Teaching and Learning 	<ul style="list-style-type: none"> • Letter • Application form • Interview
<p>Education/Qualifications:</p> <ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification 	<ul style="list-style-type: none"> • Recent and relevant CPD • Leadership qualifications • Evidence of relevant further study 	<ul style="list-style-type: none"> • Application form
<p>Specialist Knowledge:</p> <ul style="list-style-type: none"> • Detailed knowledge of strategies to meet the needs and raise the level of achievement of pupils of all abilities • The components of a high quality lesson and how to achieve this throughout the school • Knowledge of how teams, educational organisations and individuals are motivated, developed and valued. 	<ul style="list-style-type: none"> • Up to date knowledge of HR policies, appraisal and SCR • How to develop pupils' learning through whole school IT and Learning Platform. 	<ul style="list-style-type: none"> • Letter • Interview
<p>Competencies:</p> <ul style="list-style-type: none"> • Excellent teaching skills • Exemplary leadership and management skills • The ability to motivate others • Skillful communication • Exceptional interpersonal skills • The ability to work as part of a team and lead others • Be solution focussed • Mentoring skills • Proven strategic planning ability whilst managing the day to day operational • Time-management skills 	<ul style="list-style-type: none"> • Strongly effective ICT skills • Budget management skills 	<ul style="list-style-type: none"> • Reference • Interview • Letter
<p>Other:</p> <ul style="list-style-type: none"> • Values that align with the vision and values of the school. • Tenacity, patience, perspective and humour. 	<ul style="list-style-type: none"> • A range of interests outside school life • A commitment to extracurricular activities 	<ul style="list-style-type: none"> • Letter • Interview • Reference