



# FREELAND CE PRIMARY SCHOOL

## Deputy Head



### Selection Criteria

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of additional further educational qualifications</li> <li>• Commitment to further professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 5 years successful teaching experience in the primary age range</li> <li>• Leadership experience/Deputy/Senior Management/Middle management level in the primary age range</li> <li>• Outstanding classroom practitioner with evidence of innovative teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of a working across the primary age range</li> <li>• Experience of working with and involving school Governors</li> <li>• Experience of working with &amp; developing links with the community</li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• Confident use of ICT</li> <li>• Up to date knowledge &amp; understanding of the current national education agenda</li> <li>• Understanding of how children and adults learn and effectively apply their learning</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of data analysis and the ability to use data to set targets for school improvement</li> </ul>
<b>Leadership skills</b>	<p>To assist the Head in leading a medium-sized primary school with over 15 staff with ambition for further improvement: This will require the ability to:</p> <ol style="list-style-type: none"> <li>1. Implement curriculum change</li> <li>2. Lead and manage people to work both individually and in teams</li> <li>3. Delegate and monitor effectively</li> <li>4. Aid the head to initiate and manage change &amp; improvement in pursuit of strategic objectives</li> <li>5. Strong leadership and motivational skills to support the processes of change</li> <li>6. Seek advice &amp; support when necessary</li> <li>7. Deal sensitively with people and resolve conflicts</li> </ol>	<ul style="list-style-type: none"> <li>• Evidence of successful development planning</li> <li>• Evidence of effective teaching, assessment and target setting</li> <li>• Evidence of supporting a school with its performance management policy</li> </ul>

<b>Decision-making skills</b>	<ul style="list-style-type: none"> <li>• Ability to investigate, resolve problems &amp; make decisions (This will include an ability to collect and weigh evidence, make judgements and take decisions in line with good educational practice)</li> <li>• Think creatively &amp; imaginatively to solve problems and identify opportunities</li> </ul>	
<b>Communication Skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate clearly and take into account, where appropriate, the views of others (This will include an ability to: Effectively communicate orally and in writing to a range of audiences, especially parents and be able to negotiate and consult)</li> </ul>	
<b>Self Management Skills</b>	<ul style="list-style-type: none"> <li>• Ability to plan time and organise work effectively (This will include an ability to prioritise and manage time, work under pressure and meet deadlines and be self motivating and set personal goals)</li> </ul>	
<b>School Ethos</b>	<ul style="list-style-type: none"> <li>• Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development</li> <li>• 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</li> </ul>	
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Adaptability to changing circumstances and ideas</li> <li>• Energy and enthusiasm</li> <li>• Reliability and integrity</li> <li>• Sense of humour</li> </ul>	Outside interests, experiences or skills beyond teaching