*Growing, Learning and Achieving with Dedication and Enthusiasm*

**Deputy Headteacher - Person Specification**

**Qualification, professional development, training and experience Applicants must have:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|    |    | App  | Int  | Ref  |
| Qualified teacher status  | E  | X  |   |   |
| Evidence of training in educational leadership and management  | E  | X  |   |   |
| Experience of raising standards of attainment at year group and/or whole school level  | E  | X  | X  |   |
| Evidence of successful leadership and management at school level (e.g. subject / team leader or leading specific initiatives)  | E  | X  | X  | X  |

**Educational philosophy and understanding Applicants must demonstrate:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| A commitment to inclusive education and meeting the needs of individual learners  | E  | X  | X  |   |
| An understanding of the diverse role of the deputy headteacher  | E  | X  | X  |   |
| High expectations and a passion for raising standards of achievement for all pupils  | E  | X  | X  | X  |
| A commitment to the professional development of themselves and others  | E  | X  | X  |   |

**Knowledge and skills**

**Applicants must demonstrate:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Evidence of consistently high standards of teaching  | E  | X  |   | X  |
| The ability to analyse data effectively to assess whole school performance and to use the data to set targets and improve attainment  | D  | X  |   | X  |
| A knowledge of school self-evaluation  | D  | X  |   |   |
| An understanding of current policy and practice with regard to child protection issues  | E  | X  | X  |   |
| Level 3 safeguarding training  | D  | X  |   |   |
| A good understanding of positive, effective strategies for whole school behaviour management  | E  | X  |   | X  |
| An ability to recognise how to improve standards of teaching and learning  | E  | X  | X  |   |
| A good knowledge of effective forms of CPD to develop staff  | E  | X  | X  |   |

**Personal attributes and qualities Applicants must demonstrate:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| An ability to inspire, motivate and establish positive relationships quickly with staff, pupils, parents and governors  | E  |   | X  | X  |
| An openness and willingness to address issues and overcome challenges  | E  | X  |   | X  |
| Excellent communication skills to a variety of audiences  | E  |   | X  | X  |
| The skills needed to successfully plan, prioritise, organise, make decisions and be flexible  | E  | X  | X  |   |
| The ability to work collaboratively, as a member of a team.  | E  | X  |   | X  |

E = essential, D = desirable, App = application, Int = interview, Ref = reference