*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