

Clementswood Federation
Deputy Head Teacher – Person Specification

Educational Qualifications and Training	
Essential	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree or equivalent • A balanced programme of relevant CPD undertaken in the last three years
Desirable	<ul style="list-style-type: none"> • Evidence of further study related to Educational Management
Experience	
Essential	<ul style="list-style-type: none"> • Varied experience and understanding of teaching and learning across the primary age range • Previous recent experience in a senior leader role in a primary school • Experience of data analysis • Responsibility for developing, monitoring and evaluating an aspect of school provision • Experience of leading and managing people • Experience of contributing to self-evaluation and school improvement • Experience of leading training and other staff development activities, including performance appraisal
Desirable	<ul style="list-style-type: none"> • Experience of teaching in more than one key stage • Experience of working in at least two schools • Experience of coaching and mentoring • Experience of working with governors, parents and the wider community
Knowledge and Understanding	
Essential	<ul style="list-style-type: none"> • A proven track record as an excellent teacher • Knowledge of the curriculum for EYFS, Key Stage 1 and 2 • In-depth knowledge of curriculum development and effective pedagogy • Sound understanding of assessment, recording and reporting • Sound understanding of Inclusion • Understanding of strategies for school improvement • Knowledge of how the effective use of data and target setting can raise standards • Up-to-date knowledge and understanding of current educational issues
Desirable	<ul style="list-style-type: none"> • Evidence of highly effective teaching in more than one year group • Leadership of either Literacy or Numeracy or the Curriculum • Knowledge of Analysing Schools Performance

Skills	
Essential	<ul style="list-style-type: none"> • Ability to positively influence others • Ability to motivate, lead and manage people to work both individually and in teams • Ability to implement change and plan strategically • Outstanding communication skills, with a range of audiences both orally and in writing • Understanding, analysis and interpretation of school performance data • Ability to prioritise, work under pressure and meet deadlines • Effective problem-solving skills • Effective administrative and organisational skills
Personal Attributes	
Essential	<ul style="list-style-type: none"> • Values all children and committed to the development of the whole child • Relate well to pupils, staff and parents and care about their individual needs • Able to adapt to changing circumstances and new ideas in a positive and creative manner • Ability to deal with sensitive issues in a professional manner • Expects high standards of self and others • Good judgement • Energy and enthusiasm • Integrity and loyalty • A sense of humour