



Priory Avenue  
High Wycombe  
HP13 6SG

Email: [office@hamiltonacademy.org.uk](mailto:office@hamiltonacademy.org.uk)  
[www.hamiltonacademy.org.uk](http://www.hamiltonacademy.org.uk)

Main office 01494 522231  
Hamptden Road 01494 437317

## PERSON SPECIFICATION Deputy Headteacher

# Hamilton Academy

Headteacher: Stephen Nunn

### Experience

Criteria	Essential	Desirable
Successful and varied teaching and learning experience	✓	
Senior Leadership Team experience		✓
Leadership of Safeguarding		✓
Curriculum subject development and leadership leading to high pupil standards	✓	
Experience of leading, motivating and developing staff - CPD	✓	
Experience of the effective use of assessment and analysis in raising standards	✓	
Experience of teaching in more than one school		✓
Proven experience in developing and implementing a School Development Plan	✓	
Experience of monitoring, evaluation and review processes leading to improved standards	✓	
Involvement with external agencies		✓
Experience of Performance Management as a team leader	✓	
Experience of working with SEN, Pupil Premium, EAL, Gifted and Talented pupils	✓	

### Knowledge / Qualifications

Criteria	Essential	Desirable
Awareness of current developments in education and the implications of these	✓	
Practical understanding of effective learning, teaching and assessment strategies	✓	
Knowledge of the target setting process and how this leads to improved standards	✓	
Understanding of spiritual, moral, social and cultural development	✓	
Knowledge of the SEN Code of Practice		✓
Knowledge and understanding of the Curriculum and Learning across more than one Phase		✓
An understanding of how ICT can be used to enhance both the Curriculum and other areas of school life		✓
Have a knowledge of extended school provision		✓

## Skills / Abilities

Criteria	Essential	Desirable
Ability to lead, provide clear vision and command respect	✓	
Ability to work independently as well as collaboratively, manage initiatives and lead by example	✓	
The ability to deal with confrontation and manage conflict positively	✓	
Ability to analyse, prioritise and meet deadlines	✓	
Ability to communicate clearly with energy and conviction to a wide audience	✓	
Ability to contribute significantly to school worship	✓	
Ability to develop and maintain good relationships with all stakeholders	✓	
Ability to lead, provide clear vision and command respect	✓	

## Personal Qualities

Criteria	Essential	Desirable
A commitment to inclusive education and willingness to respond to the needs of individual learners	✓	
The ability to communicate clearly	✓	
A positive and resilient individual with drive, integrity, independence, a cheerful disposition and sense of humour	✓	
An ambitious and diligent professional who can motivate and inspire others including pupils, teachers, parents and governors	✓	
Commitment to high standards, equality of opportunity and continuous improvement	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
The ability to innovate and drive new ideas to promote change	✓	