



Hassocks Infant School Person Specification

Deputy Head Teacher

Criteria	Qualities	Essential	Desirable
Qualifications and training	Qualified Teacher Status	✓	
	Degree	✓	
	Evidence of commitment to continuing professional development	✓	
	Enhanced safeguarding training		✓
	Successful completion of, or willingness to undertake NPQs, e.g. NPQSL or NPQH.		✓
Experience	At least 3 years recent and relevant senior leadership team experience in a primary setting	✓	
	Record of outstanding classroom practice with at least 5 years teaching experience	✓	
	Experience of teaching in more than one key stage		✓
	Experience of self-evaluation and school improvement planning	✓	
	Evidence of successful curriculum leadership and curriculum innovation	✓	
	Proven track record of raising standards and meeting challenging targets	✓	
	Experience of working in collaboration with all stakeholders and the wider community to develop positive relationships.	✓	
	Demonstrable experience of successful line management and staff development		✓
	Experience in managing the performance management process		✓
	Knowledge and experience of leading safeguarding		✓
Skills & Knowledge	Ability to communicate effectively both orally and in writing to a range of audiences.	✓	
	Data analysis skills and the ability to use data to set targets and identify weaknesses	✓	

	Understanding of high-quality teaching, and the ability to model this for others and support others to improve	✓	
	Understanding of school finances and financial management		✓
	Ability to communicate a vision and inspire others	✓	
	Ability to build effective working relationships	✓	
Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
	Ability to work under pressure and prioritise effectively	✓	
	Commitment to maintaining confidentiality at all times	✓	
	Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.	✓	
	A positive and effective approach to behaviour management	✓	
	Well-developed interpersonal skills	✓	