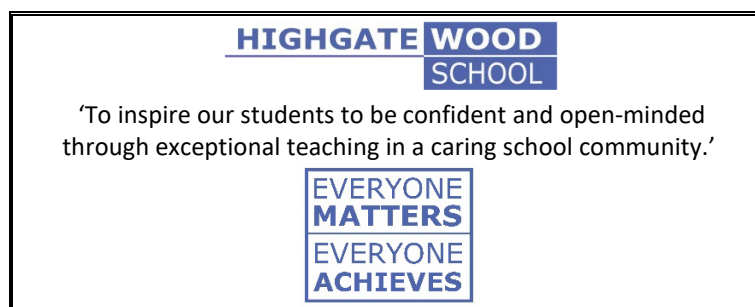


Person Specification for Deputy Headteacher



The successful candidate will share a commitment to:

- our core values as defined in our mission statement & motto (above) and our ethos The Highgate Wood Way, underpinned by Courtesy, Consideration, Contribution and Co-operation;
- inclusion based on a belief that every student can achieve irrespective of starting point or circumstance;
- first class pastoral care, support and guidance;
- developing the experiential element of school life to ensure that students leave our school as well-rounded individuals to take their place in the world;
- working with staff and all other stakeholders in a collaborative way;
- the best interests of HWS students in all decisions made;
- our SHOW UP staff culture (see bottom of page 2)

Attributes	
Personal qualities	• A passion for enabling young people to develop and learn • Integrity in relation to their own and the school's practice • Empathy • Decisive, consistent and focused on solutions • Dedication to school improvement • A positive, professional role model for staff and students • An effective self-manager who can prioritise and adapt as required • Self-reliant and independent worker • Someone with high expectations of themselves and others • An ability to complete tasks to a high standard • Enthusiastic and hard-working • Resilience and perseverance • Reflective and self-evaluative – individually and within the context of a team • Energy, drive and a sense of purpose • Flexible and adaptable to suit the school's needs • Creative and innovative • An excellent communicator • A sense of fun and an ability to laugh and relax, even when under pressure

Professional and Leadership Skills	• The ability to inspire and motivate others – both staff and students. • Outstanding presentation and communication skills • The ability to think and act strategically • Highly tuned ability to analyse and use information to drive school improvement. • Creative problem solving • Outstanding classroom practitioner • Clear vision for raising standards • To lead by example and provide support and challenge to others • Well-developed sense of school advocacy
Knowledge and Experience	• At least 3 years' experience at senior leadership level • Successful and proven track record of innovation and leading change with a demonstrable impact on school improvement • Understanding of key educational issues/change and experience of managing their impact • Working with others including parents, governors and external agencies • Successful line management of key areas of responsibility and holding others to account
Qualifications	• Graduate and Qualified Teacher Status • Evidence of continued professional development at senior leadership level • A higher degree or qualification is desirable

OUR NON-NEGOTIABLES

S	Students come first Our students are our priority. It is for them that we do what we do.
H	Hard Work We do whatever is necessary to provide the best experience for our students.
O	Our own children We make HWS a school that we would be proud to send our own children to. We work to this end every single day.
W	We are not I We are a team. We do what we say we do - we stick to the school strategy, behaviours and processes. We are the Highgate Wood Way.
U	Unafraid of failure We are not afraid to fail, nor learn from failure. When things go wrong we do not blame—we support each other and we look after each other.
P	Professional trust and accountability We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above.

