



## Person Specification

### Deputy Headteacher at Hookstone Chase Primary School

Criteria	Essential	Desirable
<b>Qualifications</b>		
Qualified Teacher Status	✓	
Evidence of sustained, continuous professional development, preferably in more than one school	✓	
<b>Experience</b>		
Successful proven experience of leadership as a Senior Leader/Assistant Headteacher/Deputy Headteacher	✓	
Evidence of raising standards that have impacted positively on pupil's making exceptional progress and attainment	✓	
Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	✓	
A secure understanding of assessment strategies and the use of assessment in order to inform the next stages of learning	✓	
Experience of effective monitoring and evaluation of teaching and learning and of providing appropriate challenge and support	✓	
Experience of effectively managing staff performance and supporting professional development	✓	
Experience of using school data to establish benchmarks, set targets and evaluate for improvement	✓	
Experience of working with children with a range of SEND	✓	
<b>Knowledge and Skills</b>		
Demonstrate a strategic leadership style that is characterised by integrity, creativity, resilience, and clarity	✓	

Understand how to empower all students and staff to excel and be there best	✓	
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Ability to lead and manage change whilst sustaining the school's good practice	✓	
Has an excellent understanding of assessment and tracking pupil progress from EYFS to KS2. Including knowledge and experience of statutory assessments		✓
<b>Personal Qualities</b>		
A commitment to valuing, supporting, and encouraging the professional development and growth of all staff members	✓	
A commitment to building and maintaining effective and positive relationships with parents, carers, trustees, the wider community, and other schools	✓	
Demonstrates the confidence to act on their initiative	✓	
Communicates effectively and listens to and responds to others	✓	
Is passionate about inclusive education and learning	✓	
<b>Safeguarding</b>		
Commitment to safeguarding and promoting the welfare of children and young people	✓	
An understanding of up-to-date safeguarding requirements including all aspects of safer recruitment	✓	
<b>Other Requirements</b>		
Demonstrate a commitment to: <ul style="list-style-type: none"> <li>• Equalities and the Equality Act 2010</li> <li>• Promoting the Trust's vision and ethos</li> <li>• High ethical standards</li> <li>• Relating positively to and showing respect for all members of the Trust and wider community</li> <li>• Ongoing relevant professional self-development</li> </ul>	✓	