



Hughenden Primary School

Working Together, Empowering Lives, Enriching Minds

Deputy Headteacher Person Specification

These criteria will be the basis for the short-listing and interview process. Applicants are requested to take account of them when applying.

| | Essential | Desirable |
|-----------------------------------|---|--|
| Qualification and Training | <ul style="list-style-type: none"> • Qualified teacher status • Degree | <ul style="list-style-type: none"> • Evidence of further study e.g. NPQ qualifications • DSL Training • Health & Safety training |
| Experience | <ul style="list-style-type: none"> • Evidence and quantifiable impact of successful leadership and management experience in a school • 5 years of teaching experience within a primary setting • Involvement in school self-evaluation and development planning • Demonstrable experience of successful line management and staff development • Leadership of at least one core curriculum area to a high standard • Evidence of successful partnerships with parents and the governing body • Experience of working within and leading a staff team. • Experience of performance management and supporting the continued professional development of colleagues. | <ul style="list-style-type: none"> • Experience as a governor • Experience working in more than 1 school • Experience of an Ofsted inspection as a senior leader • Experience of coaching to support staff development • Experience of teaching from EYFS – KS2 • Experience of working with governors to enable them to fulfil their school responsibilities. • Successful involvement in staff recruitment. |
| Skills and Knowledge | <ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching and learning, and the ability to model this | <ul style="list-style-type: none"> • An interest in using research to improve outcomes and develop sustainable school improvement strategies • DSL experience • Understanding of managing the wider school budget to |

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| | <p>for others and support others to improve</p> <ul style="list-style-type: none"> • A secure understanding of National Curriculum and Assessment requirements • Understanding of all aspects of inclusion • Effective behaviour management skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • A reflective practitioner who is willing to listen as well as lead. • High expectations of all pupils in all areas of learning. • Ability to organise work, prioritise tasks, make decisions and manage time effectively • Strong commitment to school improvement and raising achievement for all. • Sense of humour and excellent interpersonal skills. • Ability to think creatively and reflectively when overcoming problems. • Committed to modelling and embedding the school values. • Commitment to safeguarding and equality | <p>support the school in achieving its priorities.</p> |
| Personal Qualities | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Experience of working with other schools/organisations. • Experience of coordinating or leading continual professional opportunities. • Ability to identify own learning needs and to support others in identifying their learning needs. |

Interim Headteacher: Miss J E Garlick

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