

Job description Deputy Headteacher

Personal Specification

*Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils, this includes setting the strategy for **OUTSTANDING** learning across our whole school.*

Selection Method Key: A = Application Form | I = Interview | T = Task / Practical Assessment

Category	Criteria	Essential / Desirable	Assessment Method
Qualifications	Qualified Teacher Status (QTS)	Essential	A
	Evidence of recent, relevant professional development related to Senior Leadership or Inclusion (e.g., NPQSL, NPQSENCO)	Desirable	A
Experience	Successful senior leadership experience (e.g., Assistant Head, SENCo, Lead Practitioner) in a primary setting	Essential	A / I
	Experience in the day-to-day operational management and organisation of a primary school site	Essential	A / I
	Proven track record of successfully leading on Inclusion, SEND, and vulnerable pupil strategy	Essential	A / I / T
	Experience of working within or collaborating with specialist provisions	Desirable	A / I
	Demonstrable success in monitoring curriculum quality, reviewing progress data, and coaching staff to improve teaching	Essential	A / I / T
	Experience of working in large school	Desirable	A / I
Knowledge & Understanding	Expert knowledge of SEND legislation, the Code of Practice, and adaptive teaching methodologies	Essential	A / I / T
	Strong understanding of school operations, health & safety, and day-to-day campus management	Essential	A / I
	Strong understanding of how to close the attainment gap for Disadvantaged / Pupil Premium pupils	Essential	A / I
	Deep understanding of curriculum design, assessment, and primary pedagogy	Essential	A / I / T

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	Thorough, up-to-date knowledge of Keeping Children Safe in Education (KCSiE) and safeguarding procedures	Essential	A / I
Skills & Abilities	Ability to analyze tracking data strategically to identify underperformance and deploy targeted interventions	Essential	A / I / T
	Outstanding interpersonal and communication skills; ability to inspire staff, parents, and external agencies	Essential	I / T
	Ability to manage, coach, and line-manage staff teams effectively across two campuses	Essential	I
	BSL Qualification (Level 1+) OR a clear commitment/willingness to learn BSL upon appointment	Essential	A / I
Personal Qualities	Unwavering belief in inclusive education and high expectations for every child regardless of background or need	Essential	I
	Visible, approachable, and welcoming presence for parents, pupils, and staff	Essential	I
	Resilience, adaptability, and the ability to manage competing operational priorities in a fast-paced environment	Essential	I
	Deep commitment to equality, diversity, and celebrating our proud, inclusive school community	Essential	I