

Deputy Head of School – Person Specification

	Essential	A/I*	Desirable	A/I
Qualifications	<ul style="list-style-type: none"> • An honours degree • A Qualified Teacher • Recent, relevant professional leadership development 	<p>A</p> <p>A</p> <p>A</p> <p>A</p>	<ul style="list-style-type: none"> • A good honours degree • NPQ qualification • Recruitment training • Evidence of post-graduate study/ research 	<p>A</p> <p>A</p> <p>A</p> <p>A</p>
Strategic Leadership	<ul style="list-style-type: none"> • The ability to play a significant role in the development and implementation of a shared strategic vision for the Trust and the school • The ability to motivate, enthuse, engage and influence all stakeholders in the school community to deliver the vision and collectively raise standards • Knowledge and understanding of recent government initiatives in relation to education, curriculum and potential impact on the school • Able to understand, interpret and articulate complex data trends to others in order to improve learning outcomes • Responsibility for the school’s Self Evaluation Report (SEF) 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> • Understanding of the benefits of working in a Multi-Academy Trust • Understanding of the issues relating to Academy status • Experience of working with external agencies to support teaching and learning 	<p>A/I</p> <p>A/I</p>
Educational Excellence	<ul style="list-style-type: none"> • An outstanding classroom practitioner • Proven track record of successfully and systematically improving learning outcomes for students • Experience of understanding how to raise standards in teaching and learning • Recent experience of successfully leading major school initiatives and evaluating their impact on student outcomes • Experience of curriculum development • Understanding of successful strategies for closing achievement gaps for different groups of students 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> • Experience of developing SMSC • Experience of developing student voice and rewards initiatives 	<p>A/I</p> <p>A/I</p>

	Essential	A/I/R	Desirable	A/I/R
Operational Management	<ul style="list-style-type: none"> Evidence of successful management of monitoring and evaluation strategies relating to: quality of teaching and learning, pupil outcomes, quality of provision and efficiency Evidence of participation in an evidence based performance management system resulting in rigorous accountability Experience of participation in the process of curriculum planning Provide a significant input on the new OFSTED School Inspection Framework Ability to delegate efficiently and monitor the implementation of initiatives Experience of SIMS reporting and pastoral modules Track record of developing, empowering and supporting individuals and teams 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> Understanding of the budget setting process Knowledge of timetabling (Nova T6 and SIMS) 	<p>A/I</p> <p>A/I</p>

***A = Application; I = Interview**