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Description automatically generated PERSON SPECIFICATION

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|  | ESSENTIAL | DESIRABLE |
| KNOWLEDGE | •  Knowledge of the latest educational approaches and techniques to raising student achievement that reach across subject areas  •  Knowledge of the latest developments in safeguarding policies including at the wider national perspective and recognised best practice  •  Knowledge of a range of effective attendance, behaviour, achievement and safeguarding quality assurance practices and procedures  •  Understanding of responsibilities of the Deputy Headteacher in ensuring compliance with Health and Safety Legislation  •  Understanding of effective budget planning and resource deployment  • Detailed knowledge of the national curriculum, exam specifications and Ofsted frameworks | •  To have substantial experience of safeguarding procedures  • Should have or be working towards the NPQH |
| SKILLS ABILITIES AND EXPERIENCE | •  Excellent classroom practitioner  •  A leader of learning demonstrating, promoting and encouraging outstanding classroom practice  •  Proven track record of highly effective senior leadership role •  Highly effective relationships with students, parents and staff  •  Evidence of strategic planning to raise standards for school improvement  •  Proven track record of leading and managing whole school strategies  •  Experience of leading and line managing a significant team  •  High level verbal and written communication skills including use of ICT  •  Ability to articulate a vision and put this into practice  •  Ability to model exemplary skills and behaviour, including through training or mentoring others  •  Ability to effectively use data, assessment and target setting to raise standards and address weaknesses  •  Ability to organise, plan, prioritise and delegate effectively  •  Willingness to instruct and direct others and the confidence to bring a level of challenge when required  •  Experience of offering challenge and support to improve performance | •  To have taken an active role in school self-evaluation and development planning  •  To have had responsibility for policy development and implementation  •  Experience of working with a governing body |
| PERSONAL QUALITIES | •  A commitment to securing the best outcomes for all students and promoting the ethos and values of the school  •  An exemplary role model to staff and students at all times  •  Proactive approach to initiating and implementing change |  |

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|  | •  Emotional intelligence and empathy  •  Resilience and ability to work under pressure  •  Openness to adopting new ideas and approaches and a proactive approach to implementing these  •  Positive outlook with the ability to motivate and inspire others  •  Flexibility in approaches to tasks and activities  • Self-awareness / reflectiveness and willingness to learn from mistakes  • Ability to remain calm under pressure and to manage conflict or challenging conversations in a professional manner  • Willingness, desire and confidence to take ownership when required  •  Commitment to maintaining confidentiality at all times |  |
| TRAINING AND PROFESSIONAL DEVELOPMENT (OF SELF AND OTHERS) | •  Commitment to personal professional development and improvement  •  Experience of developing staff both in own team and across the school  • Capacity to apply a range of approaches to motivate and develop others  •  Patience, support and commitment | • NPQH qualification or working towards. |
| PROFESSIONAL QUALIFICATIONS | •  A degree in a relevant subject  •  A DfE recognised teaching qualification | • Relevant higher -level qualification |
| OTHER | •  A good sense of humour  •  A good attendance record |  |