 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  |  |