



Person Specification Deputy Headteacher

Essential on appointment	Desirable on appointment
Professional Qualifications and Training <ul style="list-style-type: none"> Degree Qualified Teacher Status Evidence of Professional Development in preparation for Deputy Leadership 	<ul style="list-style-type: none"> Leadership qualifications or evidence of higher level academic study
Knowledge <ul style="list-style-type: none"> Strong knowledge of the primary curriculum and Early Years Framework Strong data analysis skills Ability to use data to set targets, identify weakness and ensure progress Understanding of what constitutes quality first teaching and the characteristics of an effective school, with the ability to model and coach others in this High expectations of pupil performance and behaviour and the interpersonal skills to achieve excellent relationships with all Highly effective communication and interpersonal skills Ability to communicate, and inspire in all, the school's ethos and aims Strong knowledge and application of Safeguarding procedures 	<ul style="list-style-type: none"> Understanding of school finances and financial management Understanding of the role of a governing body Experience of writing school policies and procedures Knowledge of Special Educational Needs
Experience <ul style="list-style-type: none"> Substantial, successful teaching experience across the primary age range Involvement in school self-evaluation and development planning Successful leadership and management experience in a school Experience of contributing to staff development Experience of working in and leading effective staff teams Ability to listen and act on advice, willing to learn Ability to mentor and coach to improve the quality of teaching Ability to motivate both staff and children 	<ul style="list-style-type: none"> Recent experience of a senior leadership role in a primary setting Experience of budget monitoring and resource deployment Experience in core subject leadership Experience working with SEN, EAL and disadvantaged children A flexible leadership style, adapting as necessary to the day-to-day, often unexpected demands of a primary school
Occupational Skills <ul style="list-style-type: none"> Recent understanding of appraisal and performance management strategies Recent experience of school self-evaluation strategies Experience of communicating whole school priorities through School Development Plans 	<ul style="list-style-type: none"> Experience of presenting reports to Governors Recent experience of successful mentoring and coaching to improve performance

Together, we grow deep roots in learning and strong wings to soar.

<p>Personal Qualities</p> <ul style="list-style-type: none"> • An inspirational team player • Ability to support staff at all levels • Commitment to confidentiality, safeguarding, equality and equity • Strong self-motivation • The ability to ensure plans and processes are followed up and completed • Emotional intelligence, able to demonstrate empathy and tailor communication to individuals and circumstances • Positive and hopeful • A good listener • Capacity to remain calm under pressure • Commitment to ensure that our children are at the heart of every decision 	
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