Person Specification: Deputy Headteacher

*Assessment Key: **A** = Application Form / Supporting Statement | **I** = Interview & Selection Tasks | **R** = References* **Criteria**	**Essential / Desirable**	**Assessed By**
Qualifications & Training		
Qualified Teacher Status (QTS) and honours degree (or equivalent)	Essential	A
Evidence of recent, relevant leadership and management CPD	Essential	A
DSL / DDSL safeguarding training (or commitment to complete immediately upon appointment)	Essential	A / I
National Professional Qualification for Senior Leadership (NPQSL) or Headship (NPQH)	Desirable	A
Experience		
Proven track record as an exemplary primary classroom teacher across more than one key stage	Essential	A / I / R
Successful leadership experience as an Assistant Headteacher, Deputy Headteacher, or senior phase/curriculum leader	Essential	A / R
Demonstrable impact on raising pupil attainment and progress at whole-school or key-stage level	Essential	A / I
Experience of leading staff CPD, coaching/mentoring colleagues, and conducting performance management	Essential	A / I
Experience working in a two-form entry (or larger) primary school	Desirable	A / I
Knowledge & Understanding		
Thorough knowledge of statutory safeguarding guidance (KCSIE) and Birmingham child protection procedures	Essential	A / I
Deep understanding of the Primary National Curriculum, EYFS framework, and statutory assessment	Essential	A / I
Strong grasp of school self-evaluation, Ofsted inspection frameworks, and data analysis	Essential	A / I
Knowledge of effective inclusive strategies to support pupils with SEND, EAL, and Pupil Premium eligibility	Essential	A / I

Skills & Personal Qualities

Ability to inspire, motivate, and hold staff to account with fairness and emotional intelligence	Essential	I / R
Strong strategic thinking, organisational ability, and resilience under pressure	Essential	I / R
Excellent written and verbal communication skills with pupils, staff, governors, and parents	Essential	A / I
Commitment to equality, diversity, inclusion, and the ethos of a non-denominational community school	Essential	A / I