



Deputy Headteacher - Person Specification

Qualification, professional development, training and experience Applicants must have:

		App	Int	Ref
Qualified teacher status	E	X		
Evidence of training in educational leadership and management	E	X		
Experience of raising standards of attainment at year group and/or whole school level	E	X	X	
Evidence of successful leadership and management at school level (e.g. subject / team leader or leading specific initiatives)	E	X	X	X
Experience of managing the performance of staff to secure excellent outcomes	E	x	x	x

Educational philosophy and understanding

Applicants must demonstrate:

A commitment to inclusive education and meeting the needs of individual learners	E	X	X	
An understanding of the diverse role of the deputy headteacher	E	X	X	
High expectations and a passion for raising standards of achievement for all pupils	E	X	X	X
A commitment to the professional development of themselves and others	E	X	X	

Knowledge and skills

Applicants must demonstrate:

Evidence of consistently high standards of teaching	E	X		X
The ability to analyse data effectively to assess whole school performance and to use the data to set targets and improve attainment	D	X		X
A knowledge of school self-evaluation	D	X		
An understanding of current policy and practice with regard to child protection issues	E	X	X	
Level 3 safeguarding training	D	X		
A good understanding of positive, effective strategies for whole school behaviour management	E	X		X

An ability to recognise how to improve standards of teaching and learning	E	X	X	
A good knowledge of effective forms of CPD to develop staff	E	X	X	

Personal attributes and qualities Applicants must demonstrate:

An ability to inspire, motivate and establish positive relationships quickly with staff, pupils, parents and governors	E		X	X
An openness and willingness to address issues and overcome challenges	E	X		X
Excellent communication skills to a variety of audiences	E		X	X
A professional approach to conflict resolution and managing difficult conversations	E	X	X	
The skills needed to successfully plan, prioritise, organise, make decisions and be flexible	E	X	X	
The ability to work collaboratively, as a member of a team.	E	X		X

E = essential, D = desirable, App = application, Int = interview, Ref = reference