



Chantry Middle School

Post of Deputy Headteacher: Person Specification

Selection Criteria	Essential	Desirable	Assessment		
Qualifications, training and experience					
Qualified Teacher Status	✓		A	R	
Graduate Status	✓		A	R	
Experience at Senior Leadership level	✓		A	R	
Experience of working in more than one school		✓	A	R	
Experience as a Subject or Year Leader, preferably both		✓	A	R	I
Evidence of further professional qualifications, eg NPQH, Master’s Degree, Leadership Pathways		✓	A	R	I
Excellent classroom practitioner with a record of examination success	✓		A	R	I
Knowledge and understanding of Strategic Leadership					
Knowledge of current educational developments	✓		A	R	I
Evidence of successful leadership as a middle and senior leader	✓		A	R	I
Evidence of effective working as part of a leadership team	✓		A	R	I
Recent experience of leading a whole school development	✓		A	R	I
Ability to use comparative data to establish benchmarks, target resources and raise achievement	✓			R	I
Experience of monitoring and evaluation, including school self-evaluation, to develop practice and raise standards		✓	A	R	I
Experience of creating values, vision, culture and ethos which:- <ul style="list-style-type: none">• Had a clear rationale in the given context;• Was embedded visually, practically and behaviourally;• Was refined over time, evolved and responded to change; and	✓		A	R	I



• Was effective and had demonstrable impact.					
Experience of setting high expectations and aspirations for all students and staff, modelling desired behaviours and challenging underperformance and those with low expectations of themselves and others	✓			R	I
Leading learning, curriculum and inclusive practices					
A breadth of pastoral experience across whole school		✓	A	R	I
Knowledge of and involvement in inclusion including SEND		✓	A	R	I
Knowledge of and involvement in safeguarding	✓		A	R	I
Knowledge of and implementation of curriculum development		✓	A	R	I
Knowledge of and demonstration of high quality teaching and learning	✓				I
Ability to challenge and support students and staff to ensure high standards and expectations	✓		A	R	I
Leading People					
Demonstrable track record of supporting and developing others	✓			R	I
Ability to provide professional advice, coaching and to deliver training to colleagues at all levels	✓			R	I
Able to foster an open, fair and equitable culture	✓			R	I
Can hold colleagues to account and challenge poor performance	✓			R	I
Ability to build trust with partners and act in an ambassadorial role for the school	✓			R	I
Confident and assertive when working with a wide range of stakeholders	✓			R	I
Experience of leading and managing a diverse range of colleagues from across the school		✓	A	R	I
Leading in the Community					
Knowledge of multi agency work	✓		A	R	I
Ability to form constructive relationships with parents and all stakeholders	✓			R	I



Outward looking with a desire to find best and next practice in order to move the school forward	✓			R	I
Significant experience of working outside of the immediate school environment in collaborations and networks		✓	A	R	I
Evidence of successful partnership work (ie LA)		✓	A	R	I
Personal Attributes					
A reflective practitioner with good listening skills	✓			R	I
Excellent written communication and written presentation skills, including the ability to present complex information and concepts clearly and concisely	✓		A	R	I
Excellent oral communication and presentation skills	✓				I
Ambitious, with the potential to move to Headship in due course	✓				I
Ability to analyse information from a wide variety of sources and solve complex problems	✓			R	I
Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines	✓			R	I
Flexible, hardworking and diligent	✓			R	I
A proactive problem-solver	✓			R	I
Ability to maintain optimism, enthusiasm and energy, even in the most difficult of circumstances	✓			R	I

A = Application form and letter

R = References

I = Interview process