



# **Roding Primary School with Provision for Deaf Children**

## **Deputy Headteacher Person Specification**

**Position:** Deputy Headteacher

**Reporting to:** Headteacher

**Scale:** Outer London L14 - 18

**Method of candidate assessment:** A=Application form, I=Interview, T=Test

**Weighting:** 3=most important, 1= least important

Selection criteria	Method	Weighting
<b>Professional qualifications and experience</b> <ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>At least 4 years of successful teaching experience at senior level across the primary age range</li> <li>Experience of working in at least 2 key stages (FS/KS1/KS2)</li> <li>Experience of teaching in more than one school</li> <li>Evidence of recent professional development relevant to the post</li> <li>Evidence of recent training in whole school leadership and management</li> <li>Significant and successful subject/area leadership resulting in school improvement</li> <li>Evidence of outstanding teaching ability</li> <li>Leadership of any/some of these areas: EYFS, Inclusion, Assessment, CPD.</li> </ul>	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A/I</p> <p>T</p> <p>A</p>	<p>3</p> <p>3</p> <p>3</p> <p>1</p> <p>3</p> <p>2</p> <p>3</p> <p>3</p> <p>3</p>
<b>Skills and Knowledge</b> <ul style="list-style-type: none"> <li>Good knowledge of the EYFS and primary curriculum</li> <li>An excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress</li> <li>A track record of implementing successful strategies to raise achievement</li> <li>Good ICT skills</li> <li>An understanding of the role of parents and community in school improvement and how this can be promoted</li> <li>A good understanding of effective strategies for gaining and</li> </ul>	<p>I/A</p> <p>A/I</p> <p>A/I</p> <p>A</p> <p>I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>

maintaining high standards of behaviour at whole school level	I	3
<ul style="list-style-type: none"> <li>Experience of interpreting and using assessment data to raise achievement</li> </ul>	A/T	3
<ul style="list-style-type: none"> <li>Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing</li> </ul>	A/T	3
<b>Leadership and Management</b>		
<ul style="list-style-type: none"> <li>Experience of managing Sickness Absence, Disciplinary or Capability procedures.</li> </ul>	A/I	3
<ul style="list-style-type: none"> <li>Experience of delegating, supporting and monitoring the work of others</li> </ul>	A/I	3
<ul style="list-style-type: none"> <li>Experience of managing substantial change across a subject area or whole school</li> </ul>	A/I	3
<ul style="list-style-type: none"> <li>Successful experience of observing and evaluating teaching, providing effective feedback and implementing support</li> </ul>	A/T	3
<ul style="list-style-type: none"> <li>Ability to work effectively in partnership with the Headteacher</li> </ul>	I	3
<ul style="list-style-type: none"> <li>Experience of leading the professional development of staff within the context of school improvement</li> </ul>	A	3
<ul style="list-style-type: none"> <li>Success at promoting inclusive practice across a school that leads to high expectations for all learners</li> </ul>	I	3
<ul style="list-style-type: none"> <li>Experience of acting as an outstanding model of teaching for others</li> </ul>	A	3
<b>Personal Qualities</b>		
<ul style="list-style-type: none"> <li>Ability to lead and motivate others</li> </ul>	I	3
<ul style="list-style-type: none"> <li>Ability to work collaboratively</li> </ul>	A/I	3
<ul style="list-style-type: none"> <li>Excellent interpersonal skills</li> </ul>	I	3
<ul style="list-style-type: none"> <li>Ability to communicate clearly and work effectively with all stakeholders</li> </ul>	A/I	3
<ul style="list-style-type: none"> <li>Ability to work on own initiative, make decisions and solve problems</li> </ul>	A	3
<ul style="list-style-type: none"> <li>Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines</li> </ul>	A/T	3
<ul style="list-style-type: none"> <li>Highly effective presentation and training delivery skills</li> </ul>	I	3