



Person Specification

Deputy Headteacher

Education and Professional Qualifications		
Qualified Teaching Status	E	
Evidence of continuous professional development	E	
Higher Degree		D
NPQH		D
A degree qualification	E	
Recent and relevant leadership development training	E	
Experience		
Successful experience of providing school improvement challenge and support to other schools		D
Track record of successfully leading school improvement as demonstrated by Ofsted judgements and / or student outcomes over time	E	
Developing and leading implementation of strategies to improve teaching and learning within a department / faculty	E	
Experience of learning in challenging settings		D
Experience of working at senior level within a school/MAT		D
As part of the leadership team, successful lead a school through inspection / external scrutiny process	E	
Effective development of teams and managers with impact on standards	E	
Successful challenge of underperforming staff	E	
Leadership of innovation / change management with evidence of positive impact	E	
Leadership of improvement in quality of teaching, learning and achievement	E	
Work with a range of external agencies to accelerate improvement	E	
Excellent understanding of all relevant data; ability to analyse forensically and use analysis to inform improvement planning	E	
Strong knowledge and understanding of external assessment / examination / inspection and reporting measures	E	
Understanding of and ability to implement rigorous self-evaluation	E	
Ability to hold teachers/middle managers to account for their performance	E	
Knowledge and Skills		
Knowledge of primary education	D	

Knowledge of secondary education	E	
Knowledge of wide range of school improvement strategies	E	
An understanding of how students learn and an indication of how to meet their needs	E	
Evidence of excellent leadership and management skills	E	
Ability to use ICT as a management tool	E	
A detailed understanding of safeguarding policy and procedures	E	
An understanding and commitment to equality and inclusion principles and practice	E	
Demonstrates the ability to build and maintain positive links and relationships with governors, parents and other stakeholders		D
Excellent written and oral communication skills	E	
Able to produce concise and detailed written reports	E	
Personal Attributes		
Ability to provide clear leadership and direction	E	
Good interpersonal skills and credibility	E	
Excellent planning and organising skills	E	
Ability to think and plan strategically and creatively to find solutions	E	
Able to demonstrate a pragmatic approach that is focused on delivering objectives, managing diverse priorities and workload	E	
Commitment to high standards and continuing improvement	E	
Innovative and creative	E	
Able to demonstrate a commitment to the principles of diversity	E	
Ability to work as part of team	E	
Ability to work under pressure	E	
Ability to weigh up facts and make good decisions	E	
Excellent communication skills	E	
Honesty and integrity	E	
Assertive	E	

Essential (E), must have Desirable (D), should have