



Working together to succeed

Person Specification – Deputy Headteacher January 2023

	<i>Essential (E) Desirable (D) Optional (O)</i>	<i>Application (A) Interview (I) Reference (R)</i>
Qualified Teacher Status	E	A
Degree	E	A
Professional development preparing for a leadership role. E.g Managing People courses, NPQML, Leading change etc.	O	A
Leadership and Management Experience:		
Experience as a leader in a primary school	D	A
Successfully led change which has had a positive significant impact at whole school level.	O	A/I/R
Demonstrated the ability to work strategically and successfully at a leadership level.	O	A/I/R
Working successfully with other education partners and providers.	O	A/I/R
Demonstrated the ability to adapt to management skills to different situations and people.	D	I/R
Teaching Experience		
<ul style="list-style-type: none"> Can demonstrate a positive impact on pupils through high quality teaching practice in a primary context. 	E	A/R
<ul style="list-style-type: none"> Experience of teaching primary pupils across at least two different schools. 	O	A

B Professional Experience, Knowledge and Understanding

In relation to the role being applied for applicants should be able to demonstrate appropriate experience, knowledge or understanding of:

Shaping the Future		
<ul style="list-style-type: none"> Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision. 	D	A/I/R
<ul style="list-style-type: none"> Experience of developing and sustaining a learning culture, including high expectations and standards of achievement. 	D	A/I/R
<ul style="list-style-type: none"> Demonstrates an understanding of current educational initiatives and their impact on primary schools 	O	A/I



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<p>Leading Teaching and Learning</p> <ul style="list-style-type: none"> • Experience of implementing strategies for improving the quality of teaching and learning, including promoting excellence and challenging poor performance. • Experience of monitoring and evaluating the effectiveness of teaching and learning in a subject area. • Understanding of how children learn, based on research. 	<p>D</p> <p>D</p> <p>D</p>	<p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p>
<p>Developing Self and Working with Others</p> <ul style="list-style-type: none"> • Understands the significance of interpersonal relationships and strategies for promoting individual and team development. • Knows how to promote an open, fair and equitable culture. • Has a clear understanding of the impact of change and different leadership styles on individuals and organisations. 	<p>E</p> <p>E</p> <p>E</p>	<p>I/R</p> <p>I/R</p> <p>I/R</p>
<p>Managing the Organisation</p> <ul style="list-style-type: none"> • Understands how to establish and sustain effective organisational structures, systems, policy and practice. • Commitment to the implementation of the safeguarding agenda. 	<p>D</p> <p>E</p>	<p>I/R</p> <p>I/R</p>
<p>Securing Accountability</p> <ul style="list-style-type: none"> • Demonstrates a clear understanding of the principles and practice of quality assurance systems, including school review, self- evaluation and performance management, and have experience of these. • Shows a practical understanding of how to analyse and use a full range of evidence, such as data to improve standards. • Experience of holding individuals and teams to account for pupil learning outcomes. 	<p>O</p> <p>O</p> <p>D</p>	<p>I/R</p> <p>I/R</p> <p>A/I/R</p>
<p>Strengthening Community</p> <ul style="list-style-type: none"> • Understands the importance of listening to, reflecting and acting on community feedback. • Experience of strategies that encourage parents and carers to support their children's learning. • Experience of building and sustaining effective relationships with parents, carers, other schools and partners and the broader community that enhance the education of pupils. 	<p>D</p> <p>D</p> <p>D</p>	<p>I/R</p> <p>A/I/R</p> <p>A/I/R</p>

C Personal Skills and Attributes

The ability to:

<ul style="list-style-type: none"> • Embed successful change across the school by effectively completing tasks and evaluating outcomes within agreed timescales. 	<p>O</p>	<p>I/R</p>
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<ul style="list-style-type: none"> Inspire, challenge, motivate and empower teams and individuals to achieve high goals. 	D	I/R
<ul style="list-style-type: none"> Successful experience of coaching colleagues to help them improve their performance. 	D	A/I
<ul style="list-style-type: none"> Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people. 	E	I/R
<ul style="list-style-type: none"> Demonstrate personal and professional integrity, including modelling values and vision. 	E	I/R
<ul style="list-style-type: none"> Prioritise, plan and organise themselves and others. 	E	I/R
<ul style="list-style-type: none"> Think analytically and creatively and demonstrate initiative in solving problems. 	D	I/R
<ul style="list-style-type: none"> Be aware of their own strengths and areas for development and listen to and reflect constructively and act upon as appropriate, feedback from others. 	E	I/R
<ul style="list-style-type: none"> Demonstrate a capacity for sustained hard work with energy and vigour. 	E	I/R
<ul style="list-style-type: none"> Demonstrate resilience and optimism. 	E	I/R

D Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. CVs will not be considered.

E Confidential References and Reports

Strong recommendation from all referees, including current employer.	E
Satisfactory health and attendance record.	E