**Deputy Headteacher Person Specification**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualifications and Training** | 1. DfE recognised teaching qualification 2. Further professional development including middle management training 3. Current enhanced DBS clearance (to be applied for by Orleans Primary School) | 1. Interest in further professional development (e.g. NPQH) 2. Level 3 Safeguarding training | * Qualifications check * Application form/covering letter |
| **Experience** | 1. Minimum 5 years primary school teaching experience, of which a proportion must have been in both KS1 & KS2 2. Recent knowledge and understanding of Early Years provision 3. Experience of monitoring and evaluating standards of teaching and learning 4. Experience of successful curriculum leadership and staff development 5. Experience of working well in partnership with staff, governors, children, parents and the wider community 6. Experience of managing staff/resources or involvement in school self-evaluation and development planning | 1. Experience of teaching in more than one school 2. Experience of leading the Performance   appraisal process and the role of reviewer   1. Experience of liaising with other local primary schools and feeder secondary schools 2. Experience of working with Governors 3. Experience of analysing, and interpreting numerical data | * Application form/covering letter * References * Interview |
| **Skills, Knowledge and Aptitudes** | 1. Outstanding classroom practitioner and role model 2. A good understanding of the needs of children from Foundation stage to Key Stage 2 3. A thorough knowledge of inclusive and innovative curriculum and assessment provision 4. A good understanding of effective strategies to enhance Teaching and Learning opportunities and improve attainment 5. Up to date awareness and understanding of School Self-Evaluation and school Improvement planning 6. A good understanding of current educational initiatives and relevant legislation 7. Competent in the use of technology and a willingness to continue learning 8. Strong communication skills both orally and in writing 9. Ability to plan, organise and prioritise tasks 10. Ability to proactively see tasks through to completion and always to a high standard | 1. Experience of analysing, and interpreting numerical data, identify trends and monitor standards and achievement against targets 2. A knowledge of Tapestry and Target Tracker as an assessment tool 3. Experience of using Integris or a similar MIS | * Classroom observation * Application form/covering letter * References * Interview |
| **Personal Qualities** | 1. Relates well to children 2. Positive and resilient with drive, loyalty, integrity, flexibility and a good sense of humour 3. Ability to work to a high standard under pressure and meet deadlines 4. Able to work both independently and as part of a team 5. Ability to deal with challenging situations 6. Proven leadership qualities to motivate and inspire others 7. An ability to embrace change well 8. Ability to deals with difficult situations effectively 9. A commitment to inclusion, safeguarding and equality 10. Able to develop effective working relationships with all external partners 11. Willing to organise and take part in extracurricular activities 12. Be solution focused 13. A commitment to maintaining confidentiality at all times. 14. A commitment to getting the best outcomes for all groups of pupils, and promoting the ethos and values of the school |  | * Classroom observation * Application form/covering letter * References * Interview |