

DEPUTY HEADTEACHER - LEADERSHIP SCALE (19-23)

PERSON SPECIFICATION

CRITERIA	QUALITIES	HOW ASSESSED
Qualifications	<ul style="list-style-type: none"> Education to good honours degree level plus teaching qualifications. 	Application
Experience	<ul style="list-style-type: none"> Teaching experience within the designated age range. Experience as a senior leader within the same phase. Experience of child safeguarding Evidence of commitment to continuing professional development. Experience of leading change, through creativity and innovation 	Application, References & Interview
Skills and knowledge	<ul style="list-style-type: none"> Ability to think strategically, analytically and creatively. Ability to deal with complexity and uncertainty. Ability to build a vision and communicate clear purpose and sense of direction. Experience of using research to support and challenge practice. Ability to inspire, challenge, motivate and empower others to attain challenging outcomes. A knowledge of curriculum design and management. A practical knowledge of the principles of quality learning, teaching and assessment including school review and self-evaluation. Demonstrated use of external support and expertise as a tool for school improvement. Ability to demonstrate equality and diversity in teaching and learning. Deployment and management of staff. Demonstrated experience of engaging parents in students' progress. Ability to delegate, collaborate and distribute leadership. Experience of managing others within an accountability framework. 	Application, References & Interview
Personal qualities	<ul style="list-style-type: none"> Ability to model the vision and values of the school Desire to celebrate achievement and acknowledge excellence. An ability and willingness to empathise and listen, and to be self critical and reflective. Enthusiasm, hard work, integrity, creativity, flexibility and resilience. An understanding of, and commitment to, equal opportunities in the widest sense and a commitment to inclusive education. A sense of fun as well as the ability to work hard and calmly under pressure. A commitment to child protection in its broadest sense to empower learners and prevent harm. 	Application, References & Interview

Safeguarding Statement

Cheney School and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.