

# Deputy Headteacher Person Specification



The following attributes are necessary in undertaking the role of Deputy Headteacher at Pirehill First School.

Attributes	Requirements	Essential/ Desirable	Measurement
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status and relevant ongoing Continuing Professional Development (CPD)</li> <li>• Honours degree or equivalent</li> <li>• NPQSL/NPQML</li> </ul>	<p>Essential</p> <p>Essential Desirable</p>	<p>Application form</p> <p>Letter of application</p> <p>Certificate</p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recent and relevant senior leader experience with a proven track record of raising achievement</li> <li>• Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils across the full ability range</li> <li>• Proven record of successful curriculum /subject leadership leading directly to an increase in standards of attainment</li> <li>• Experience of leading and implementing whole school initiatives and managing change, developing strategies for raising achievement.</li> <li>• Experience of monitoring and evaluating curriculum delivery</li> <li>• Additional Teaching and Learning Responsibilities e.g. Key Stage Leadership/Assistant Head/Existing Deputy Headteacher.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application form</p> <p>Letter of Application</p> <p>Interview</p>
<b>Strategic Leadership</b>	<ul style="list-style-type: none"> <li>• Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these</li> <li>• Ability to articulate and share the vision of Pirehill First School with all stakeholders</li> <li>• Experience of undertaking effective performance appraisals</li> <li>• Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement.</li> <li>• Understanding and commitment to</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Desirable Essential</p> <p>Essential</p>	<p>Application form</p> <p>Letter of Application</p> <p>Interview</p>

	<p>promoting and safeguarding the welfare of all pupils</p> <ul style="list-style-type: none"> <li>• Commitment to equal opportunities</li> <li>• Experience of mentoring/coaching students/ECT's</li> </ul>	<p>Essential</p> <p>Essential</p>	
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Clear understanding of what good quality teaching and learning looks like and strategies to develop this</li> <li>• Secure understanding of the requirements of the national curriculum and end of year expectations</li> <li>• Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils</li> <li>• Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</li> <li>• Experience of effective monitoring of teaching and learning</li> <li>• Clear understanding of the characteristics of positive and successful behaviour management.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Letter of Application Interview</p>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively, orally and in writing to a range of audiences; e.g. staff, pupils, governors, parents</li> <li>• Excellent personal organisational skills</li> <li>• Ability to prioritise workload and work to specific deadlines</li> <li>• Knowledge of ways in which links with external agencies can be used to extend learning opportunities for pupils.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Letter of Application Interview</p>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Warm and approachable</li> <li>• A "can do" attitude and an ability to solve issues as and when they arise</li> <li>• Ability to inspire, challenge, motivate and empower others</li> <li>• Can work collaboratively and effectively with all stakeholders</li> <li>• Self-motivation and a commitment to continued professional development.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p>