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| Petersfield Church of England (Aided) School  Deputy Headteacher Person Specification | **Essential / Desirable** | **Assessment Method** |
| **Qualifications**   * Qualified Teacher Status * Recognised degree or equivalent * Recent participation in a range of relevant and significant continuing professional development, including leadership - (other qualifications -NPQSL, NPQG, Leading from the middle). | **E**  **E**  **E** | **A**  **A A** |
| **Experience**   * Successful Senior Leadership experience- e.g. leading a key stage * Experience leading whole school initiative which has led to raising standards * Successful experience of coaching teachers to improve performance * Good and outstanding teaching experience in the primary age range * Substantial knowledge and understanding of learning and teaching across the Primary age range * Experience teaching in KS1 * Experience teaching in KS2 & Yr 6 * EYFS teaching experience * Experience of leading curriculum areas with evidence of impact on pupil outcomes * An ability to manage pupil discipline * A commitment to a high level of pastoral care * Child Protection Designated Person * Experience of extracurricular activities and wrap around care provision * First Aid * Food Hygiene * Steps behaviour training | **E**  **E**  **D**  **E**  **E**  **D**  **D**  **D**  **E**  **E**  **E**  **D**  **D**  **D**  **D**  **D** | **A, L, I**  **A, L, I**  **A, L, I**  **A, L, I**  **A.L,I**  **A, L**  **A, L**  **A, L**  **L, I**  **L, I, R**  **L, I, R**  **A, L, I, R**  **A, L, I, R**  **A, L**  **A, L**  **A, L, I** |
| **Leadership**  Demonstrate an ability to:   * develop effective partnerships with parents and outside agencies * improve the quality of teaching at individual practitioner level and whole school- leading CPD * work in in partnership with Governors * inspire, motivate & challenge staff including through the development of effective teams * appreciate of the benefits of effective collaborative working | **E**  **E**  **E**  **E**  **E** | **L, I**  **L, I**  **L, I**  **L, I**  **L, I** |
| **Teaching and Learning**  The successful candidate will have:   * up to date knowledge of national policies, priorities and statutory frameworks including recent changes in curriculum and assessment * the ability to use performance management to promote & support school improvement * a proven outstanding class teacher able to model outstanding practice. * an excellent understanding of how to create a happy, challenging and effective learning environment. * excellent knowledge and application of effective assessment for learning strategies. * A track record in supporting pupil premium children | **E**  **E**  **E**  **E**  **E**  **E** | **L, I**  **L, I**  **L, I**  **L, I**  **L, I**  **L, I** |
| **Personal attributes, skills and characteristics**  The successful candidate will have:   * a commitment to promoting and developing pupils’ personal development and well-being * excellent communication skills * exceptional interpersonal skills including the ability to remain calm * an organised, professional, reflective practitioner and creative thinker * the ability to be professional and measured when under pressure * good ICT skills * commitment * enthusiasm * integrity * resilience * a willingness to maintain own learning and professional development | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **L, I**  **A, L, I**  **L, I, R**  **L, I**  **L, I**  **A, L, I**  **L, I**  **L, I**  **L, I**  **L, I**  **L, I** |

This school is committed to safeguarding including the Prevent agenda and promoting the welfare of children and young people and expects all staff and volunteers to share this.

**Assessment Methods:**

A = Application Form

L = Letter of Application

I = Interview

R = Reference