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| Petersfield Church of England (Aided) SchoolDeputy 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****AA** |
| **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