

# Deputy Headteacher

## Trinity Academy

### Person Specification

Criteria	Essential	Desirable	Evidence
<b>Qualifications and experience</b>	<ul style="list-style-type: none"> <li>• Good Degree</li> <li>• QTS</li> <li>• Proven track record of outstanding teaching</li> <li>• Experience of Senior Leadership</li> <li>• Evidence of high impact</li> </ul>	<ul style="list-style-type: none"> <li>• Further professional qualifications eg MA, PhD</li> <li>• NPQSL/H</li> <li>• Other professional qualifications</li> <li>• Senior Leadership in more than one school</li> </ul>	<ul style="list-style-type: none"> <li>• AF</li> <li>• C</li> </ul>
<b>Leadership and management</b>	<ul style="list-style-type: none"> <li>• Fully embrace the mission and values of Trinity Academy</li> <li>• Have a clear vision for your area of responsibility and an understanding of the role within the senior leadership team</li> <li>• Maintain the highest expectations of <b>all</b> students and all staff</li> <li>• The ability to strategically plan and implement improvement such that we achieve our goal of being a +1 school for progress</li> <li>• Ability to lead on research informed practice across the Academy</li> </ul>	<ul style="list-style-type: none"> <li>• Aiming for Headship</li> <li>• Evidence of impact across a number of schools ie within a MAT</li> <li>• High impact of improving outcomes for vulnerable groups (eg SEND, PP)</li> </ul>	<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to quality assure implementation and impact of a department or area and strategically address areas of concern or development</li> <li>• Communicate effectively with all stakeholders</li> <li>• Experience of delivering high quality whole school CPD</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A dynamic leader and a teamplayer</li> <li>• Values based but outcomes driven for Head, Heart and Soul</li> <li>• A genuine care and respect of students and colleagues</li> <li>• Integrity</li> <li>• Sense of humour</li> <li>• Ability to work well under pressure</li> <li>• 'Can do attitude' willing to engage in the whole of the new Academy's life.</li> </ul>		<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>
<b>Safeguarding Children</b>	<ul style="list-style-type: none"> <li>• Ability to ensure and deliver effective safeguarding</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>		<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>

Key to method of assessment: AF = Application Form SP = selection process C = Certificate R = References