



Rivers Education Support Centre Deputy Headteacher – Person Specification

Selection decisions will be based on the criteria outlined below. When completing your application form, person specification form and supporting letter, you should provide evidence of how you meet these criteria.

CRITERIA	Essential	Desirable
QUALIFICATIONS		
Degree level qualification or equivalent	✓	
Qualified Teacher Status	✓	
Relevant and varied teaching experience	✓	
Further relevant professional/academic study and evidence of CPD and knowledge of current issues in education	✓	
Proven strong, successful leadership and management experience in secondary education	✓	
QUALITIES AND KNOWLEDGE		
Holding and articulating clear vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes	✓	
Demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity	✓	
Understanding how to empower all pupils and staff to excel	✓	
Implementing, managing and evaluating change in a collaborative way	✓	
Experience of supporting vulnerable young people with SEMH needs using a multi-agency approach	✓	
The ability to make sound decisions, identify and solve problems based on thorough analysis and judgement	✓	
The ability to implement change in management effectively and efficiently	✓	
To exhibit enthusiasm, self-confidence and perseverance	✓	
PUPILS AND STAFF		
Raising standards that have impacted positively on pupil attainment and teaching and learning	✓	
Significant experience in evaluating and using data to plan and improve pupil performance	✓	
Experience of inclusion and engagement of disaffected learners	✓	
A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching is central to the Centres work	✓	
A commitment to valuing, supporting and encouraging the professional development of all staff members		✓
The ability to think creatively in order to stimulate innovation and secure the future success of Rivers ESC		✓
The ability to work well under pressure and to maintain high levels of organisational skills, and maintain a good sense of humour	✓	
SYSTEMS AND PROCESSES		
An understanding of how to create whole-community accountability systems and implement them with the support of the leadership team		✓
Strong financial planning and management skills, with experience of making effective use of resources		✓
A clear understanding of and commitment to promoting and safeguarding the welfare of pupils	✓	
THE SELF IMPROVING CENTRE		
Building and nurturing a strong and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver Centre improvement	✓	
A commitment to building and maintaining effective and positive relationships through excellent communication skills with all stakeholders	✓	
Inspiring and influencing others, within and beyond the Centre, to believe in the fundamental importance and value of education in young people's lives	✓	



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Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, Management Committee and parents	✓	
The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level	✓	

COMMITMENT

Demonstrate a commitment to the following:

- Equalities and the Equality Act 2010
- Promoting the Centre vision and ethos
- High ethical standards
- Relating positively to and showing respect for all members of the Centre and wider community
- Ongoing relevant professional self-development
- Safeguarding and child protection

This job description is not your contract of employment, or any part of it. It has been prepared only for the purposes of Rivers Education Support Centre and may change, either as your contract changes, or as the needs of Rivers Education Support Centre changes. Nothing will be changed without consultation. It will be reviewed annually as part of your performance management process with the Headteacher or as appropriate.