



Deputy Headteacher Person Specification

Person specification

Criteria	Qualities
<ul style="list-style-type: none">• Education and Qualifications	<ul style="list-style-type: none">• Qualified teacher status• Evidence of professional development in preparation for a leadership role• Masters or National Professional Qualification
<ul style="list-style-type: none">• Experience	<ul style="list-style-type: none">• Successful leadership and management experience in a school• Proven success as a class teacher across a variety of phases• Involvement in school self-evaluation and school improvement planning• Demonstrable experience of successful line management or staff development• Experience of working in an multi-cultural school• Experience of working with parents and families
<ul style="list-style-type: none">• Knowledge and skills	<ul style="list-style-type: none">• Experience of curriculum development and leading a core curriculum subject• Data analysis skills, and the ability to use data to set targets and identify weaknesses• Knowledge and awareness of recent educational developments and the legislative framework• Understanding of high-quality teaching, and the ability to model this for others and support others to improve• Understanding of school finances and financial management• Effective communication and interpersonal skills• Ability to communicate a vision and inspire others• Ability to build effective working relationships with all stakeholders• Knowledge of Safeguarding / Child Protection legislation and procedures• Knowledge of a range of assessment procedures, including formative and summative• An understanding of equality of opportunity for all pupils and staff in the school• Knowledge and understanding of effective systems and strategies for positive behaviour management
<ul style="list-style-type: none">• Personal attributes	<ul style="list-style-type: none">• Commitment to the school's vision and values• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school• Ability to work supportively within a team under pressure and prioritise effectively• Commitment to maintaining confidentiality at all times• Commitment to safeguarding and equality ensuring that personal beliefs are not expressed in ways that exploit the position.• Flexible in approach and willing to learn and develop new skills, and lead by example• Skill with communicating effectively with staff, parents, governors and outside agencies