



## PERSON SPECIFICATION

### Post Title: DEPUTY HEAD

QUALIFICATIONS		ESSENTIAL	DESIRABLE
	Qualified Teacher Status	X	
	NPQH		X
	Good Honours Degree		X
	Evidence of further professional study and qualifications		X
TEACHING AND LEARNING		ESSENTIAL	DESIRABLE
	An outstanding practitioner in your chosen field	X	
	The ability to ensure all children in your class make outstanding progress	X	
	A creative teacher who motivates, inspires and excites learners	X	
	Outstanding behaviour management	X	
EXPERIENCE		ESSENTIAL	DESIRABLE
	Successful subject leadership	X	
	Proven leadership skills to support the development of the school	X	
	Experience of raising standards of achievement at whole school level	X	
	Experience of leading, monitoring and evaluating whole school improvements.	X	
	Experience of working with parents.	X	
	Experience of leading, motivating and managing people.	X	
	Analysing and interpreting pupil progress data and implementing and reviewing appropriate improvement activities.	X	
	Experience of securing excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design.	X	
	Experience of Senior Leadership in a 4-11 school either as a Deputy or Assistant Headteacher.		X
	Member of Senior management team.	X	
	Experience of supporting and mentoring.	X	
	Experience of working with governors and wider community.		X
	Experience of organising and leading residential trips		X
	Teaching experience in all the following three Key Stages: Foundation Stage / KS1 / KS2		X
	Experience of leadership in a school of similar demographics		X
KNOWLEDGE AND UNDERSTANDING		ESSENTIAL	DESIRABLE
	Familiarity with current Ofsted requirements	X	
	Knowledge of whole primary age range curriculum.	X	
	Understanding of and commitment to promoting safeguarding of pupils	X	
	An understanding of the implication of equal opportunities and their impact on the achievement of pupils.	X	
	Evidence of successful strategies for planning, implementing, monitoring, evaluating school performance	X	
	Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these	X	
	Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards to meet the needs of all children	X	
	Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	X	
	Working knowledge of ASP/data books/data dashboard etc..		X
	Experience as a leader across different schools / Key Stages		X
SKILLS for leading and managing staff		ESSENTIAL	DESIRABLE
	Ability to implement change, plan strategically, prioritise, work under pressure and meet deadlines.	X	
	Effective administrative and organisational skills.	X	
	Ability to delegate work and support colleagues in undertaking responsibilities	X	
	Experience of performance management as reviewer and reviewee and supporting CPD needs of colleagues	X	



	Understanding of effective budget planning and resource deployment		X
	Experience of observing, and feeding back on, teaching and learning alongside coaching and mentoring staff to improve the quality of teaching and learning across the school	X	
	Understanding of how financial and resource management enable a school to achieve its educational priorities		X
	Experience of mentoring and coaching ECTs		X
	Understands school self-evaluation and its link with the school improvement and OFSTED inspection process.		X
	Has a clear understanding of the SEND Code of Practice / experience of managing SEN		X
	Successful involvement in recruitment, appointment/ induction		X
	<b>ACCOUNTABILITY</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
	Ability to communicate on school performance effectively, orally and in writing to staff	X	
	Understands available school performance data, its analysis and use	X	
	Experience of whole-school self-evaluation and improvement strategies	X	
	Proven ability of being able to demand ambitious standards for all pupils by instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes whilst overcoming disadvantage and advancing equality	X	
	Ability to provide clear information and advice to staff	X	
	Experience of presenting reports to governors		X
	Leading sessions to inform parents		X
	<b>PERSONAL QUALITIES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
	Positive relationships with adults and children.	X	
	An outstanding, well organised teacher, with substantial experience	X	
	Excellent communication skills and interpersonal skills	X	
	A personal philosophy in-line with the school's mission and aims.	X	
	A high level of commitment and enthusiasm.	X	
	Commitment to their own personal development and that of pupils	X	
	Ability to organise work, prioritise tasks, make decisions and manage time effectively	X	
	High expectations of standards and behaviour.	X	
	Good communication skills- both written and verbal.	X	
	Strong commitment to making learning fun and effective.	X	
	Caring, confident and considerate.	X	
	Stamina and resilience	X	
	Ability to demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, governors and members of the local community	X	
	Well organised.	X	
	Treat pupils fairly and consistently.	X	
	Motivated to play an active part in all aspects of school life.	X	
	Reflective practitioner with a desire to improve.	X	
	Ability to remain positive and enthusiastic when working under pressure	X	
	Varied interests outside school and education.		X
	Research driven and engaged in new technological advances		X