



Deputy Headteacher Person Specification

Category	Essential	Desirable
1. Qualifications / Professional Development	<ul style="list-style-type: none"> Qualified teacher status. 	<ul style="list-style-type: none"> NPQ qualification or Leadership Pathways certification Experience of leading CPD
2. Experience	<ul style="list-style-type: none"> Successful experience of leading one or more curriculum areas. Substantial, successful teaching experience across two key stages Involvement in school self-evaluation Experience of successful line management or staff development 	<ul style="list-style-type: none"> Experience as a DHT / AHT / Phase leader Experience of successfully leading writing
3. Teaching and Learning	<ul style="list-style-type: none"> A secure understanding of the National curriculum and Early Years requirements. Knowledge and experience of successful teaching strategies to meet the needs of all pupils. Experience of monitoring and evaluating the impact of teaching. Ability to model high quality teaching to support others to improve. 	<ul style="list-style-type: none"> Promoting SMSC across the curriculum
3. Strategic leadership	<ul style="list-style-type: none"> Ability to inspire and motivate staff, pupils, parents, and governors Ability to analyse data, set and monitor/evaluate targets Commitment to promoting and safeguarding the welfare of pupils. 	<ul style="list-style-type: none"> Experience of working with governors to enable them to fulfil their school responsibilities. Experience of monitoring attendance
4. Leadership and Management	<ul style="list-style-type: none"> Understanding of an excellent curriculum Know the characteristics of effective schools and strategies raising standards Experience of performance management and CPD 	<ul style="list-style-type: none"> Successful involvement in staff recruitment & induction Understanding of effective budget planning
5. Accountability	<ul style="list-style-type: none"> Ability to communicate effectively, orally and in writing, with a range of audiences – staff, parents, governors. Ability to provide clear information and advice to staff and governors 	<ul style="list-style-type: none"> Experience of presenting reports to governors Leading sessions to inform parents Experience of offering challenge and support



St. Luke's Church of England School, Cookham Road, Maidenhead, Berks, SL6 7EG
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St. Luke's Church of England School

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6. Skills, Qualities and Abilities	<ul style="list-style-type: none"> • A reflective practitioner • High expectations of pupils • Strong commitment to school improvement and raising achievement • Ability to remain positive and enthusiastic when working under pressure. • Ability to organise, prioritise, make decisions and manage time effectively 	
7. Safeguarding	St. Luke's is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.	<ul style="list-style-type: none"> • Experience of being a DSL

March 2024

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