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| **Personal Specification – Deputy Headteacher** |
|  | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher Status
* Good Honours Degree
* Evidence of recent further training/continuing professional development
 | * Any other qualifications relevant to a leadership role
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| Knowledge and experience | * Ability to demonstrate vision and strategic leadership of a core subject area/key stage/school
* Proven success as a class teacher
* Excellent interpersonal, communication and organisational skills
* Experience of leading and supporting other staff within the school and impact on standards and achievements
* Ability to interpret data reflectively and to question what it might really mean
* Thorough understanding of safeguarding children
* Knowledge of assessment and tracking systems
* Knowledge of a range of strategies to raise standards/pupil achievement
* Experience of using data to set targets for improvement and to monitor progress
* Excellent knowledge of the National Curriculum
* Experience in monitoring and evaluating curriculum delivery
* Experience of observing lessons and giving accurate and constructive feedback to colleagues
* Ability to manage a high workload and conflicting priorities
 | * Success in teaching across the whole primary range
* Experience in more than one school
* Experience on a School Leadership Team
* Experience in monitoring progress and attainment across the school
* Advanced training in safeguarding and experience of child protection and safeguarding cases
* Experience of working with other schools, organisations and outside agencies
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| Interpersonal skills | * Ability to communicate effectively, verbally and in writing, to a range of audiences
* Ability to take the initiative, lead, motivate, inspire and support others in achieving excellence
* Ability and willingness to work collaboratively and supportively within the school team
* Excellent listening skills
* Experience of working with and developing links with parents, governors and the wider community
* Ability to inspire confidence and respect
* Willing to support extra-curricular activities and take an active part in meetings and events
 | * Ability to know when and when not to offer support or challenge and when to ask for support for yourself
* Confidence when dealing with anxious parents and families who may be vulnerable
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| Attitude and temperament | * Ability to translate care and concern for children into practical actions that make the pupils feel safe and enable them to be successful
* A commitment to school improvement and to developing own professional skills
* A willingness to take on appropriate delegated tasks relevant to the post
* An ability to undertake the responsibility of the day to day management of the school in the absence of the Headteacher
* An ability to use and understand discretion, confidentiality and professionalism as a leader and role model
* An ability to learn from mistakes and take advice
* An ability to remain calm under stress
 | * A strong belief that you can make a difference no matter what the external circumstances
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