



STORRINGTON PRIMARY SCHOOL

Deputy Headteacher Person Specification

Attributes	Essential	Desirable	Evidence
Education, Training and Qualifications	Qualified teacher status Good Honours Degree Evidence of recent and relevant further professional development e.g, NPQ	NPQH or commitment to undertake NPQH professional development	Application form and letter
Experience and Knowledge	Understanding of current trends and policies in education Current Senior Leadership Team experience Leading a subject effectively Proven track record in implementing strategies and interventions to rapidly raise achievement and standards Effectively tackling under performance in staff and students Developing and implementing school wide systems such as School Self Evaluation and Appraisal Effective working with variety of stakeholders such as children, parents, governors and the wider community	Leading a team successfully	Application form, letter and reference
Skills and Abilities	Outstanding classroom teacher and role model for others Able to inspire, challenge and motivate others Strategic planning and thinking Anticipate problems, develop creative solutions Set and achieve ambitious, challenging goals and targets for self and others Listen to and reflect on feedback from others High level of oral, written and computing skills Able to build and maintain positive relationships with individuals and groups Ability to manage change, conflict and empower others Prioritise, plan and organise self and others Good reasoning powers and ability to make balanced judgements in a variety of situations	Use of Data including ability to analyse and form action plans Ability to represent school at a local and national level Collaboration with others within and beyond the school	Letter References Interview Specific tasks at interview (written task, discussion, presentation)
Drive and Ambition	Ambitious for the school and self Aspiration to Headship Relentless optimism Genuine concern for the welfare of staff and pupils		Letter References Interview
Personal Qualities	Able to work under pressure and manage own stress Willing to accept the demands and challenges of the post and respond in a flexible manner A strong sense of loyalty, integrity, enthusiasm and dynamism A strong sense of professionalism, commitment to upholding standards and setting an appropriate example		References Interview