

Person Specification

Deputy Headteacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • QTS • Relevant honours degree • Qualified to work and teach in UK 	<ul style="list-style-type: none"> • Evidence of further study e.g. Masters / NPQL qualification
Knowledge & Experience	<ul style="list-style-type: none"> • Successful track record of implementing Teaching and Learning improvement strategies in a whole school context • Experience of whole school self-evaluation process • Up to date knowledge of effective pedagogy that promotes adaptive, high quality and inclusive education • Up to date understanding of curriculum change, including developments in assessment • Successful track record of effective teaching with a range of pupils and ages, leading to outstanding outcomes • The ability to strategically plan and the capacity to implement and manage change • Knowledge of current Ofsted evaluation schedule • Expertise in assessing lessons and offering meaningful feedback • Experience of identifying, challenging and managing underperformance • Evidence of substantial and successful leadership at middle or senior level • Understanding and experience of performance management process and the strategic development of others • Strategic approach to curriculum development, with the goal of personalised provision • Experience of effectively implementing the statutory ECT programme • Experience of working with a range of stakeholders, including trustees and members 	<ul style="list-style-type: none"> • An understanding of the timetabling process and how curriculum design underpins this • Evidence of successful collaborative working across a Trust or group of schools

Skills & Qualities	<ul style="list-style-type: none"> • An effective leadership style that encourages and includes all • The ability to be decisive • Strong interpersonal, written and oral communication skills • Ability to work well with others and delegate as necessary • Ability to enthuse and inspire young people • High levels of energy, enthusiasm and resilience, with a willingness to find creative solutions to problems • Ability to work well under pressure • Excellent time management and organisational skills • High standards of loyalty and professional integrity • A commitment to own continuing professional development • Commitment to promoting student and staff wellbeing • Passion and ambition to drive the school forward to greater success 	
Other	<ul style="list-style-type: none"> • Commitment to safeguarding the welfare of children and provision of equality of opportunity • Successful DBS check 	