

Education South West: Teign School

Person Specification – Deputy Headteacher

Criteria	Essential	Desirable	Evidence
Qualifications	Degree Teaching qualification	Higher qualification in education and / or management	Application form Certificates
Experience	Significant experience of Senior Leadership within mainstream settings Proven track record of raising educational standards Proven track record of aspects of school improvement	Experience of working in at least two schools	Application form Letter of application Selection process References
Shaping the future	Ability to recognise and build on the considerable successes of the school and formulate strategies for progressive innovation and improvement High profile both in school and the wider community Proven track record of change management Sound knowledge of current and future educational developments Ability to understand the basic 'levers' of change and be able to inspire others to make it happen Commitment to developing strong relationships with all stakeholders across the school and within the wider community Supporting the ethos and values of Education South West		Application form Letter of application Selection process References

Leading teaching and learning	<p>Ability to demonstrate effective learning and teaching that drives progress</p> <p>Proven experience of Implementing change using research and evidence informed practice</p> <p>Ability to inspire and drive high expectations for students and staff</p> <p>Take a strategic role in the development of new and emerging technologies and extend the learning experience of pupils</p> <p>Commitment to inclusive practice and make a difference for every child</p>	<p>Can demonstrate where you have disrupted the norm to make a difference</p>	<p>Application form</p> <p>Letter of application</p> <p>Selection process</p> <p>References</p>
Developing self and working with others	<p>Ability to set appropriate and challenging targets</p> <p>Ability to make and take decisions and delegate appropriately</p> <p>Commitment to the encouragement, empowerment and training of staff</p> <p>Commitment to own self development</p> <p>Desire to work in partnership with others</p> <p>Welcome challenge, to deliver and drive a joint vision for the school</p>	<p>Experience of Coaching colleagues and recognition of the importance of the value of a Coaching approach</p>	<p>Letter of application</p> <p>Selection process</p> <p>References</p>

Leading and managing others	<p>Ability to build on and manage teams to ensure they are high performing</p> <p>Ability to adopt effective management systems and drive efficient use</p> <p>Ability to produce and implement appropriate improvement/development plans and policies</p> <p>Commitment to the continuation of engagement and partnerships with governors, staff, parents, pupils, the wider community, ESW, other schools and international work</p> <p>Knowledge of school financial planning</p> <p>Ability to communicate clearly, meaningfully and in a timely manner</p>		<p>Letter of application</p> <p>Selection process</p> <p>References</p>
Strengthening community	<p>Commitment to promoting community links and cohesion</p> <p>Ability to recognise and build on the school's excellent multiagency links</p>		<p>Letter of application</p> <p>Selection process</p> <p>References</p>
Personal qualities and attributes	<p>Passionate about education and the love of learning</p> <p>An effective communicator, who demonstrate empathy</p> <p>Interpersonal awareness and concern for impact</p> <p>Resilient and energetic</p> <p>Firm and fair</p> <p>Lead by example with high professional standards</p> <p>Dynamic and motivational</p> <p>A sense of proportion</p>		<p>Letter of application</p> <p>Selection process</p> <p>References</p>

**Safeguarding
children**

Commitment to safeguarding and promoting the welfare of children and young people

Level 3 Safeguarding
Qualification

Letter of
application
Selection process
References