

THE CHERWELL SCHOOL

Opportunity, Responsibility, Excellence

Person Specification – Deputy Headteacher

Criteria		How Assessed
Qualifications and Experience	<ul style="list-style-type: none">• Qualified Teacher Status• An appropriate degree• Experience of successful teaching at Key Stages 3, 4 and 5• Successful senior leadership and management experience in a school over a period of years• Evidence of continuing professional development including leadership development• Experience of leading and managing strategies to promote the ethos, culture and high standards within a school• Experience of successful change management• Experience of successfully leading, managing and developing teams of different types (including Middle Leaders)• Experience of using effective methods of communication, consultation and dissemination at a whole school level• Experience of working with external partners to develop best practice• Evidence of innovative practice• Experience of managing safeguarding in a school	<ul style="list-style-type: none">• Application Form• References• Interview and associated interview tasks
Knowledge and Understanding	<ul style="list-style-type: none">• Wide reaching knowledge of current educational issues and their impact on secondary education• Data analysis skills to support school improvement• Knowledge of effective strategies for supporting and improving student learning, experience and outcomes• Understanding of high-quality teaching, and the ability to model this for others and support others to improve• Knowledge of effective strategies for supporting and improving quality assurance processes and self-evaluation• Excellent ICT skills• Expert knowledge of legislation and guidance on safeguarding and working with young people, including knowledge of the responsibilities of schools and other agencies• Awareness of local and national agencies that provide support for children and their families• Excellent record keeping skills and attention to detail, in order to produce reports, take minutes of meetings, and document safeguarding concerns• Ability to communicate a vision and inspire others	<ul style="list-style-type: none">• Application Form• References• Interview and associated interview tasks

Skills, Attributes and Personal Qualities	<ul style="list-style-type: none"> • Have the highest expectations of students and colleagues • Ability to work with a range of people with the aim of ensuring the safety and welfare of children • Good IT skills, previous use of CPOMS (or similar safeguarding system) is desirable • Ability to build effective working relationships with staff and other stakeholders <p>Be able to:</p> <ul style="list-style-type: none"> • communicate a vision and inspire others • establish priorities and plan for change • motivate students and colleagues • analyse, judge and resolve problems in order to arrive at fair and acceptable decisions • communicate clearly and with authenticity • positively manage difficult situations • chair and participate in meetings effectively • work effectively with governors • challenge constructively <p>Be someone who:</p> <ul style="list-style-type: none"> • has a passion for and commitment to education, students and staff • has a drive to get the best outcomes for all pupils and promote the ethos and values of the school • is approachable, self-aware, confident and optimistic • welcomes challenge and thrives on opportunity • is consultative but will make decisions and be accountable for them • maintains a sense of perspective as well as a sense of direction • has the potential for further promotion including to headship 	<ul style="list-style-type: none"> • Application Form • References • Interview and associated interview tasks
Safeguarding and Wellbeing	<ul style="list-style-type: none"> • A commitment to safeguarding duty and promoting children's wellbeing in accordance with school guidelines • A commitment to set a culture which supports the mental health and wellbeing of all members of the community • To uphold and promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs within the school community 	<ul style="list-style-type: none"> • Application Form • References • Interview and associated interview tasks