

## **THE CHERWELL SCHOOL**

***Opportunity, Responsibility, Excellence***

### **Person Specification – Deputy Headteacher**

<b>Criteria</b>		<b>How Assessed</b>
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• An appropriate degree</li><li>• Experience of successful teaching at Key Stages 3, 4 and 5</li><li>• Successful senior leadership and management experience in a school over a period of years</li><li>• Evidence of continuing professional development including leadership development</li><li>• Experience of leading and managing strategies to promote the ethos, culture and high standards within a school</li><li>• Experience of successful change management</li><li>• Experience of successfully leading, managing and developing teams of different types (including Middle Leaders)</li><li>• Experience of using effective methods of communication, consultation and dissemination at a whole school level</li><li>• Experience of working with external partners to develop best practice</li><li>• Evidence of innovative practice</li></ul>	<ul style="list-style-type: none"><li>• Application Form</li><li>• References</li><li>• Interview and associated interview tasks</li></ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"><li>• Wide reaching knowledge of current educational issues and their impact on secondary education</li><li>• Data analysis skills to support school improvement</li><li>• Knowledge of effective strategies for supporting and improving student learning, experience and outcomes</li><li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li><li>• Knowledge of effective strategies for supporting and improving quality assurance processes and self-evaluation</li><li>• Excellent ICT skills</li></ul>	<ul style="list-style-type: none"><li>• Application Form</li><li>• References</li><li>• Interview and associated interview tasks</li></ul>
<b>Skills, Attributes and Personal Qualities</b>	<ul style="list-style-type: none"><li>• Have the highest expectations of students and colleagues</li></ul> <p>Be able to:</p> <ul style="list-style-type: none"><li>• communicate a vision and inspire others</li><li>• establish priorities and plan for change</li><li>• motivate students and colleagues</li><li>• analyse, judge and resolve problems in order to arrive at fair and acceptable decisions</li><li>• communicate clearly and with authenticity</li><li>• positively manage difficult situations</li><li>• chair and participate in meetings effectively</li><li>• work effectively with governors</li><li>• challenge constructively</li></ul> <p>Be someone who:</p> <ul style="list-style-type: none"><li>• has a passion for and commitment to education, students and staff</li></ul>	<ul style="list-style-type: none"><li>• Application Form</li><li>• References</li><li>• Interview and associated interview tasks</li></ul>

	<ul style="list-style-type: none"> <li>• has a drive to get the best outcomes for all pupils and promote the ethos and values of the school</li> <li>• is approachable, self-aware, confident and optimistic</li> <li>• welcomes challenge and thrives on opportunity</li> <li>• is consultative but will make decisions and be accountable for them</li> <li>• maintains a sense of perspective as well as a sense of direction</li> <li>• has the potential for further promotion including to headship</li> </ul>	
<b>Safeguarding and Wellbeing</b>	<ul style="list-style-type: none"> <li>• A commitment to safeguarding duty and promoting children's wellbeing in accordance with school guidelines</li> <li>• A commitment to support the School Leadership team (SLT) to set a culture which supports the mental health and wellbeing of all members of the community</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview and associated interview tasks</li> </ul>

June 2021