

The Cobbs Infant and Nursery School

Deputy Headteacher Person Specification

	Essential/ Desirable	How it will be Identified?
Qualifications <ul style="list-style-type: none"> Recognised teaching qualification, degree or equivalent with qualified teacher status Recent personal and professional development A recognised Educational Leadership Qualification A mental health first aid qualification 	E E D D	Application Form
Experience <ul style="list-style-type: none"> Substantial and current leadership of the Foundation Stage or Key Stage 1 A proven record of outstanding practice in learning and teaching Proven successful teaching experience across key stages (Foundation Stage/Key stage 1) Extensive knowledge of the EYFS Framework and Key Stage 1 Significant leadership of a curriculum area in a creative way resulting in continued improvement Experience of effectively meeting the needs of pupils working with a wide range of abilities including higher achievers Monitoring and evaluating Teaching and Learning Direct involvement in school self evaluation and improvement process Developing staff through coaching and mentoring Performance management and holding staff to account Improving the standards of learning and teaching through the use of whole school pupil performance data Experience of governance Evidence of substantial dealings with parents and carers of very young children including involving them in the learning process Experience of working in more than one school including nursery Experience of working within the constraints of a school budget Experience of leading and promoting wellbeing with a school community 	E E E E E E E D E E D D D D D	Application Form/ Selection Procedure/ Interview
Knowledge and Skills <ul style="list-style-type: none"> To demand ambitious standards for all pupils, advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupil's outcomes To hold and articulate clear values and moral purpose focused on providing a unique Cobbs curriculum. To think strategically, and support the Head teacher and governors in building and communicating a coherent vision To be a leader of learning who demonstrates, promotes and encourages outstanding classroom practice, leads with creativity and resilience and draws on their own expertise and that of those around them. Excellent inter personal skills demonstrating an ability to motivate and work in a collaborative and consultative manner with all members of the school community An ability to effectively manage change to raise standards across the school Up to date knowledge and clear understanding of safeguarding and child protection practices and procedures A commitment to high standards of behaviour, self-efficacy and resilience in children Knowledge of current developments in education in relation to the curriculum and assessment 	E E E E E E E E E	Application Form/ Selection Procedure/ Interview/ References
Personal Attributes <ul style="list-style-type: none"> Present an excellent role model for children and staff Motivate and enthuse others through a genuine passion for learning and teaching Positive leadership qualities with a focus on a team approach. Demonstrate perseverance, resilience and a 'can do' attitude An understanding of and sensitivity towards the needs of all children, members of staff and representatives of the wider community 	E E E E E	Application Form/ Selection Procedure/ Interview/ References
Interest/Motivation/Commitment <ul style="list-style-type: none"> Commitment to equality of opportunity and inclusion Promote and support an enriched curriculum including educational visits and extra-curricular activities Continued commitment to the development of Leadership and Management skills and further CPD 	E E E	Application Form/ Interview