

# The King's Church of England Primary School

Cumberland Road, Kew, Richmond, TW9 3HJ

Telephone: 020 8940 3580

Headteacher: Ms Karen Verge

www.kings.richmond.sch.uk

email: info@kings.richmond.sch.uk



## Person Specification – Deputy Headteacher

|                                         |                                                                                                                                                           |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Qualifications &amp; Experience:</b> | Qualified Teacher Status                                                                                                                                  |
|                                         | Hold or working towards NPQSL                                                                                                                             |
|                                         | Evidence of further professional development to management/leadership level                                                                               |
|                                         | Experience of Governance as a governor or Associate Member                                                                                                |
| <b>Knowledge and Understanding:</b>     | Outstanding classroom practitioner                                                                                                                        |
|                                         | Experience of whole school curriculum development leading to school improvement                                                                           |
|                                         | Good understanding and be able to talk about characteristics of effective teaching and learning strategies used to raise pupil attainment and achievement |
|                                         | Good understanding and use of assessment, including target setting and tracking                                                                           |
|                                         | Know current educational issues and understand the expectations in the current OFSTED Framework                                                           |
|                                         | Knowledge of professional development linked to the competencies necessary for colleagues to deliver the requirements of their post.                      |
|                                         | A clear understanding of the needs of specific pupil groups and how they achieve                                                                          |
|                                         | Knowledge of effective strategies to include, and meet the needs of, all pupils.                                                                          |
|                                         | Experience of inter-agency work                                                                                                                           |
|                                         | Evidence of working alongside colleagues to enhance learning and teaching                                                                                 |
|                                         | A commitment to the Christian Ethos of this School as a church school                                                                                     |
| <b>Leadership and Management:</b>       | Senior leadership and management experience                                                                                                               |
|                                         | A good understanding of whole school issues                                                                                                               |
|                                         | Experience of planning for change, development and improvement                                                                                            |
|                                         | The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community        |

*Encouraging every child to reach their full potential, nurtured and supported in a Christian community that lives and learns by the values of Love, Compassion and Respect*



## The King's Church of England Primary School

|                                        |                                                                                                                                    |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
|                                        | Experience of whole school self-review                                                                                             |
|                                        | Knowledge of the role of the Governors                                                                                             |
|                                        | An excellent understanding of curriculum issues relating to learning and teaching, including the latest research findings          |
|                                        | Experience of having led whole school initiatives                                                                                  |
|                                        | Commitment to supporting community /external agencies involvement in school                                                        |
|                                        | Commitment to safeguarding and promoting the welfare of children                                                                   |
|                                        | Ability to lead and manage a team of coordinators to ensure a fully inclusive school                                               |
|                                        | Lead and manage the professional development of colleagues ensuring that school improvement and development is at the centre of it |
| <b>Personal skills and attributes:</b> | Well-developed interpersonal skills with children and adults                                                                       |
|                                        | Able to lead, encourage, inspire, challenge and motivate staff                                                                     |
|                                        | An effective team-player                                                                                                           |
|                                        | Able to develop and maintain good relationships with all stakeholders                                                              |
|                                        | Able to deal sensitively with people and resolve conflicts                                                                         |
|                                        | Creative, enthusiastic, proactive and keen to embrace new ideas and challenges                                                     |
|                                        | Able to manage own workload effectively and respond swiftly to tight deadlines                                                     |
|                                        | Reflective                                                                                                                         |

*Encouraging every child to reach their full potential, nurtured and supported  
in a Christian community that lives and learns by the values of Love, Compassion and Respect*