

## **DEPUTY HEADTEACHER - PERSON SPECIFICATION**

### **For The Prince of Wales School**

It will be assumed that all applicants:

- Will already hold or will work towards the NPSL qualification within 5 years of appointment and be prepared to undertake other appropriate leadership development.
- Are committed to the safeguarding and promoting of well-being of children and young people
- Are reliable, trustworthy and loyal

<b>Qualifications:</b>	
Essential	Desirable
<ul style="list-style-type: none"><li>• Hold a degree (2:2 or better)</li><li>• Qualified teacher status (QTS)</li><li>• Universal Safeguarding Training</li><li>• Evidence of sustained CPD</li></ul>	<ul style="list-style-type: none"><li>• Evidence of post graduate study/recent relevant professional leadership development</li><li>• Targeted Safeguarding training (Designated lead level)</li><li>• Safer recruitment training</li><li>• PREVENT training</li></ul>
<b>Professional Experience:</b>	
Essential	Desirable
<ul style="list-style-type: none"><li>• Proven success as a leader in a core subject or a significant area of school improvement</li><li>• Senior leadership experience</li><li>• A sound understanding of recent developments in education practice, assessment, performance management and OFSTED inspections</li><li>• Experience of using school data to establish benchmarks, set targets and evaluate for improvement</li><li>• Experience of including children with SEN and physical disabilities in mainstream education.</li></ul>	<ul style="list-style-type: none"><li>• Minimum of seven years teaching experience in the Primary Phase</li><li>• Teaching experience in more than one school</li><li>• Experience of teaching in more than one Key Stage</li><li>• Experience of effectively managing staff performance and supporting professional development</li><li>• Experience of the use of technology to both support children's learning and to communicate and evaluate data</li><li>• EYFS Teaching Experience</li></ul>

<b>Leadership and Management:</b>	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Evidence of outstanding teaching</li> <li>• Demonstrate effective assessment practices to raise standards throughout the school</li> <li>• Ability to initiate and manage change and monitor and evaluate its impact</li> <li>• Consistent expectations of high academic and behavioural standards</li> <li>• Commitment to active parental involvement</li> <li>• Positive commitment to working constructively with the Governing Body</li> <li>• The ability to manage behaviour effectively</li> <li>• Be prepared to lead collective worship and assemblies</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to innovate and disseminate new ideas</li> <li>• An understanding of Rights Respecting Schools and Global Citizenship</li> <li>• An understanding of the latest developments in assessment and how effective learning is assessed</li> <li>• An understanding of EYFS curriculum and assessment practice</li> <li>• An understanding of the Read, Write Inc and Power Maths programmes.</li> </ul>

<b>Interpersonal Skills &amp; Qualities</b>	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Ability to inspire, mentor and manage a team of dedicated staff.</li> <li>• Integrity and a professional approach</li> <li>• Have a genuine passion for teaching and learning</li> <li>• Demonstrate a commitment to supporting the ethos of the school</li> <li>• Approachable, enthusiastic, energetic and able to use initiative</li> <li>• Ability to establish good relationships with children, adults and the wider school community</li> <li>• Ability to communicate effectively both written and orally, with a wide range of people</li> <li>• Self awareness of personal strengths and areas for development</li> <li>• Ability to organise and manage time and resources appropriately and effectively</li> <li>• Is ambitious for the school, for the staff and for every child</li> <li>• Has a positive outlook and the ability to manage stressful situations sensitively</li> <li>• Is trustworthy, fair and kind.</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in and development of extra curricular/enrichment activities</li> </ul>