



Person Specification - Deputy Headteacher

	Essential (E) or Desirable (D)
Qualifications and training	
Qualified teacher status or other equivalent qualification	E
Good honours degree or equivalent	D
Evidence of continuous professional development relevant to the post	E
Knowledge, skills and expertise	
Knowledge of the Ofsted Inspection Framework and the process and place of self-evaluation	E
Knowledge of the SIAMS Inspection Framework and the process and place of self-evaluation	D
Knowledge of whole-school issues and their implications for financial management.	E
Ability to build effective relationships with staff, pupils, governors and other agencies	E
Highly effective communication skills, both oral and written	E
Knowledge and understanding of educational development	E
Exemplary teaching skills	E
A proven track record of raising achievement	E
Proven record of successful experience either as a Key Stage / Phase Leader, Assistant Headteacher or Acting Deputy Headteacher	E
Record of excellent class teaching with substantial teaching experience across the key stages	E
Ability to make and implement difficult decisions	E
Strong ability to analyse, interpret and explain relevant data and evidence	E
Well-developed coaching and mentoring skills	E
Clear understanding and commitment to the potential of ICT for transforming teaching and learning	D
Commitment to Inclusive Education	E
Commitment to team working	E

Leadership Skills	
Evidence of involvement in INSET as a participant and as a provider	E
Involve staff, parents and governors in the process of establishing a clear and shared set of aims, objectives and values for the school	E
Engage and inspire pupils, staff, parents, carers, governors and the wider community	E
Be an inspiring role model for pupils and staff	E
Command credibility and respect	E
Build, support and challenge high performing teams	E
Demonstrate inclusivity at all times	E
Use vision, initiative and leadership in making change, to enhance and raise standards	E
Proven success in co-managing organisational change	E
Foster a collective responsibility for the success of all pupils	E
Ability to identify outstanding classroom practice in order to enable teachers to improve, through effective feedback	E
Ability to think creatively and problem solve	E
Self-management skills– the ability to work smartly and effectively	
Ability to keep calm under pressure and meet deadlines	E
Achieve challenging professional goals	E
Ability to delegate effectively and productively	E
Take responsibility for your own professional development	E
Personal Qualities	
Personal impact and presence	E
Excellent interpersonal skills	E
Energy, dynamism and enthusiasm	E
Optimism	E
Flexibility	E
Resilience and perseverance	E
Reliability and integrity	E
Compassion and humility	E
Other Attributes	
Able to follow and promote the school's Christian ethos	E
Commitment to diversity, equality of opportunity and equity	E