**Deputy Headteacher – Trinity Primary School**

**Person Specification**

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| **Criteria** | **Qualities** | **Essential / Desirable** |
| Qualifications and training | * Qualified teacher status * Honours degree * Sustained record of in-service training CPD, including leadership skills | E |
| Experience | * Highly effective and skilled classroom teacher | E |
| * Successful leadership and management experience in a primary school e.g. Key Stage leadership/Assistant Head/existing Deputy Headteacher | E |
| * Experience of leading and implementing whole school initiatives and managing change, developing strategies for raising achievement. | E |
| * Involvement in school self-evaluation and development planning | E |
| * Demonstrable experience of successful line management and staff development | E |
| * Experience of pastoral responsibility | D |
| * Experience of working with vulnerable children for example, disadvantaged pupils and pupils with SEND | D |
| Skills and knowledge | * Data analysis skills, and the ability to use data to set targets and identify weaknesses | E |
| * Understanding of high-quality teaching, and the ability to model this for others and support others to improve | E |
| * Strategies to accelerate pupil progress and raise achievement for all pupils | E |
| * Effective communication and interpersonal skills | E |
| * Ability to communicate a vision and inspire others | E |
| * Ability to build effective working relationships | E |
| * Excellent personal organisational skills | E |
| * Knowledge of strategies to overcome learning barriers to accelerate the progress of disadvantaged pupils | D |
| * Understanding of school finances and financial management | D |
| * Knowledge of the role of governors | D |
| Personal qualities | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school | E |
| * Creative, enthusiastic and proactive, keen to embrace new ideas and challenges | E |
| * Ability to work under pressure and prioritise effectively | E |
| * Able to establish open and positive relationships with children, staff members and parents, based on trust, respect and inclusivity. | E |
| * Flexible, listens and be prepared to seek advice and support | E |
| * Commitment to nurture, cultivate excitement and make learning fun | E |
| * Ability to work as part of a team, with a good sense of humour | E |
| * Commitment to maintaining confidentiality at all times | E |
| * Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position | E |