**Deputy Headteacher Person Specification – Westbury-on-Trym CE Academy**

|  |  |  |
| --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** |
| **Qualifications, training and professional development** | * Qualified teacher status * Good Honours degree or equivalent * Evidence of continuous professional development in preparation for a senior leadership role e.g. NPQSL |  |
| **Experience** | Evidence of:   * Recent and successful experience of senior leadership and management in the primary phase * Substantial, sustained, high-quality teaching * Monitoring, evaluating and improving the quality of education and curriculum delivery through effective use of a range of strategies that improve the performance of individuals/teams, e.g. * Data analysis * Target setting * Targeted feedback * Coaching and mentoring * Involvement in school self-evaluation and development planning * Involvement in curriculum development within a school * Working successfully to develop and maintain positive partnerships with parents/carers and the wider community * Raising standards in learning and teaching and improving outcomes | Experience of:   * Deputy Headship or Assistant Headship * Teaching in more than one school * Teaching and leading across EYFS/KS1/KS2 * Dealing with outside agencies * Building external partnerships and collaborating with colleagues and organisations to bring in new ideas and enhance outcomes for the school. * Supporting ITT and ECT provision |
| **Faith Commitment** | * Is willing to commit to supporting all faith activities in a Church school * Has a secure understanding of the distinctive ethos of a Church of England school | * Is a practising Christian * Experience of, or can demonstrate knowledge of, how to deliver and lead acts of worship in a Church school |
| **Professional Knowledge and Skills** | * A determined and rigorous approach to ensuring the effective operational running of the school, implementing well-considered and effective solutions. * Commitment to, and proven experience of, effectively supporting the implementation of procedures for safeguarding and promoting welfare of pupils and staff. * Ability to support the implementation of strategies to celebrate diversity and ensure inclusion and equity of provision, so that all flourish. * Excellent communicator to a wide range of audiences (verbal and written) * Adept and highly proficient in utilising ICT and embraces advances in technology to support school improvement * Ability to oversee the development of subject leaders with a range of expertise and experience * Proven ability to inspire, support, challenge and empower teams and individuals, promote excellence, and address underperformance effectively * Commitment to staying informed about educational developments and research in order to drive school improvement * Analyse data to monitor pupil progress and evaluate the performance of pupil groups, in order to plan appropriate strategies for whole school improvement * Experience and confidence in successfully dealing with challenging situations and finding positive resolutions * Delivering and organising high quality CPD for staff to improve outcomes/ provision | * Experience of leadership within safeguarding, e.g. DSL/Deputy DSL * Understanding how to manage resources, particularly around the deployment of staff and the ability to work within financial policy procedures * Experience of line management of staff, e.g. appraisals |
| **Personal attitudes and attributes** | * Self-motivated with a high level of organisational skills and the ability to prioritise workload effectively for themselves and others in order to meet deadlines * Adept at striking an effective balance between being both a decisive leader and a team player * Have a positive attitude to thinking creatively in order to anticipate and solve problems * Resilient * Adaptable to changing circumstances and ideas * Demonstrates utmost integrity * Have a strong moral purpose in nurturing less experienced staff, with a commitment and drive to developing potential in order to contribute to the broader educational landscape * Sense of humour * Reflective * Approachable and positive * Reliable * Ability to work effectively under pressure |  |
| **Other** | Commitment to:   * Further own professional development * Maintaining confidentiality at all times * Commitment and ability to support the implementation of an ethos of the highest standards of pupil behaviour, standards and welfare | * Aspiring to Headship |