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

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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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