

Deputy Headteacher Person Specification



Westfield Junior School

"Developing a Confident, Caring Achiever"

	Essential	Desirable
Qualifications and training	The successful candidate will have: • Qualified teacher status (QTS). • A degree-level qualification or equivalent. • Further relevant professional and/or academic study and evidence of CPD. • Knowledge of current issues in Education.	The school would also like the successful candidate to have: • A relevant leadership qualification. • National Award for SEN Co-ordination, or willing to undertake this professional qualification
Experience	The successful candidate will have: • At least one year of proven successful leadership and management experience in a school. • Evidence of their impact on sustained school improvement. • Experience of SEND and inclusion in a mainstream school. • Experience of working throughout the primary age range. • Experience of analysing data and using it to inform future practice. • Experience of line managing other members of staff. • Experience of leading whole-school initiatives.	The school would also like the successful candidate to have: • Evidence of demonstrating strategic leadership. • Experience of raising standards that have impacted positively on pupils and teaching and learning. • Experience of SEND and inclusion in a specialist setting. • Experience of making effective use of funding and other resources.
Knowledge, understanding and skills	The successful candidate will have: • An understanding of how to empower pupils and staff to excel. • A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the	

	ability to develop a culture where striving for outstanding teaching and learning is central to the school's work. • Strong financial planning and management skills. • A clear understanding of and commitment to promoting safeguarding pupils. • Excellent communication skills and proven ability to listen to, understand and work effectively with the school community. • Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities.	
Personal qualities	The successful candidate will: • Demonstrate positive personal behaviour. • Be able to build strong relationships rooted in mutual respect. • Have a commitment to valuing, supporting and encouraging the professional development of all staff. • Be able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement. • Be committed to building and maintaining effective and positive relationships with parents, governors, and the wider school community. • Be able to inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives. • Be able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level. • Show tolerance and respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values. • Ensure that their personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead to pupils breaking the law.	