



Person Specification – Deputy Headteacher

Whitwick St John the Baptist CE Primary School

Criteria	Essential	Desirable
Qualifications & Training	Qualified Teacher Status (QTS) Evidence of ongoing professional development	Relevant NPQ or other recognised leadership qualification
Experience	Successful leadership experience in a primary setting Proven record of leading school improvement initiatives and managing change At least 5 years of effective teaching experience Experience of line management and staff development	Experience of working with governors and wider stakeholders Experience across more than one key stage
Leadership & Management	Ability to inspire, challenge and support others Experience in performance management and coaching Proven ability to lead change effectively and support others through change Skilled in using data to drive improvement	Experience of leading whole-school initiatives that raised standards
Teaching & Learning	Evidence of excellent classroom practice Understanding of curriculum design and inclusive teaching practices Knowledge of assessment for learning strategies	Experience of mentoring or supporting Early Career Teachers (ECTs)
Curriculum & Assessment	Experience of curriculum leadership Ability to monitor and evaluate the impact of teaching and curriculum Proficient in analysing and interpreting academic data to raise achievement	Experience of leading assessment across the school
Communication & Interpersonal Skills	Excellent interpersonal and communication skills Ability to build positive relationships with children, staff, parents, governors and external partners Clear, confident and compassionate communicator	Experience of presenting to governors or external stakeholders
Behaviour, Inclusion & Safeguarding	Commitment to inclusive education for all pupils, including SEND, EAL and disadvantaged pupils Experience of promoting high standards of behaviour Up-to-date knowledge of safeguarding legislation Willingness to be a Designated Safeguarding Lead (DSL)	Experience as a DSL or Deputy DSL
Personal Qualities	High expectations of self and others Resilient, reflective and solution-focused Commitment to the school's Christian ethos and values Enthusiastic, proactive and approachable	Active involvement in the wider life of a school Commitment to continued personal and professional development.