

**Radcliffe on Trent Junior School**

**PERSON SPECIFICATION – Deputy Head Teacher – October 2025**

	Essential	Desirable
<b>Qualifications</b>		
• Qualified Teacher Status	✓	
• Degree	✓	
• National professional qualification e.g. NPQSL, NPQLL		✓
• Designated person training		✓
• Further training and qualifications		✓
<b>Experience</b>		
• At least five years successful experience of teaching in a primary setting	✓	
• Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils	✓	
• Successful leadership and management experience in a school	✓	
• Involvement in school self-evaluation and development planning	✓	
• Proven track record of change management principles demonstrating the ability to lead staff through periods of transformation with clarity, empathy and purpose.	✓	
• Demonstrable experience of successful line management and of holding colleagues to account	✓	
• Leading professional development that has real impact	✓	
• Leading school-based research and successfully applying outcomes		✓
• Experience of leading and implementing whole school initiatives and managing change	✓	
• Experience of developing strategies for raising achievement	✓	
• Proven record of successful curriculum / subject leadership leading directly to an increase in standards of attainment.	✓	
• Supporting colleagues and leading improvement	✓	
• Supporting colleagues and leading improvement beyond school e.g. across a network/wider school		✓
• Experience of identifying and addressing underperformance	✓	
• Experience of working with parents and the broader school community and bringing something extra to school	✓	
<b>Skills, abilities, knowledge and understanding</b>		
• Ability to communicate effectively, orally and in writing to a range of audiences; e.g. staff, pupils, governors, parents.	✓	
• Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these.	✓	
• Demonstrate advanced proficiency in digital tools to enhance school operations, teaching and learning and strategic planning.	✓	
• Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	✓	
• Good knowledge of the principles and practices of safeguarding and the ability to ensure that pupils at Radcliffe on Trent Junior School are kept safe	✓	
• Good knowledge of current developments in education and how these might impact on Radcliffe on Trent Junior School	✓	
• Good knowledge of the OfSTED inspection framework and how this can be used to improve practice at Radcliffe on Trent Junior School	✓	
• Clear understanding of the characteristics of successful behaviour management	✓	
• Secure understanding of assessment strategies and the ability to support the use of assessment to inform the next stages of learning	✓	
• Ability to build effective working relationships	✓	

• Ability to communicate a vision and inspire, challenge, motivate and empower others.	✓	
• Understanding of school finances and financial management		✓
• Ability to deputise for the headteacher	✓	
• Ability to lead the day to day running of the school	✓	
• Ability to work effectively as part of a leadership team	✓	
• Ability to delegate, prioritise workload and work to specific deadlines.	✓	
<b>Personal qualities and attributes</b>		
• Commitment to uphold the 7 principles of public life (the <a href="#">Nolan principles</a> ) at all times	✓	
• Commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	✓	
• Commitment to maintaining confidentiality at all times	✓	
• Self-motivation and a commitment to continued professional development	✓	
• Have a 'can do attitude' and an ability to solve issues as and when they arise	✓	
• Good listener, approachable	✓	
• Belief in and ability to foster a fair, open and supportive culture	✓	
• Seeks new ideas and takes risks	✓	
• Values people	✓	
• Emotionally intelligent	✓	
• Resilient	✓	