



Post Title	Deputy Headteacher	Grade / Pay Scale: L15-L19 (£79,700 - £86,967)	Depending on experience. This post attracts Inner London Weighting
Section, Division	Education: Mayesbrook Park School (Alt Provision)	Date of Person Specification	February 2025

Attributes	Minimum Criteria	Method of Assessment	Desirable Criteria	Method of Assessment
1. Education, Training & Qualifications	- First Degree of equivalent - QTS	A A	NPQH	A
2. Experience	- At least 3 years' experience as an Assistant or Deputy Head coupled with experience of leading rapid school improvement with measurable outcomes - Experience of leading in a Good or outstanding rated school or Alternative Provision setting - Considerable teaching experience in a mainstream inner city multi-cultural school - Experience of the successful development, implementation and review of educational policies relevant to meet the needs of the School - Extensive experience of managing teams and holding staff to account - Experience of the development and implementation of appropriate systems for assessment, progress monitoring and reporting - Experience of the successful development and implementation of sound behaviour and discipline policies to create a positive ethos for learning	A/I A/I A/I A/I A/I A/I A/I	Experience of implementing sound financial systems to ensure maximum educational benefit to pupils within a cash limited budget	A/I

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5. Equalities and Diversity	● Commitment to equality of opportunity and inclusive education	A/I		
6. Management, eg People, Finance and skills	● Ability to contribute to the vision for the future of the school through coherent planning and systematic monitoring ● Ability to deliver quantifiable results to a demanding timescale ● Maintenance of purposeful and positive ethos through effective classroom teaching and day-to-day management	A/I A/I		
7. Communication	● Effective oral and written communication ● Commitment to maintaining confidentiality at all times ● Commitment to ensuring that personal beliefs are not expressed in ways that exploit the position	A/I A/I A/I		

Please note, if you are a disabled person or have an impairment it will only be necessary to meet the minimum criteria for shortlisting purposes