



**SIGMA TRUST**

**Person Specification**

# **Deputy Headteacher**

Qualifications & Experience	Essential	Desirable	MOA*
<ul style="list-style-type: none"><li>• Qualified Teacher Status in the UK</li></ul>	✓		
<ul style="list-style-type: none"><li>• Evidence of recent and appropriate level of Continuing Professional Development e.g. NPQH, NPQSL, MA</li></ul>		✓	
<ul style="list-style-type: none"><li>• Successful teaching experience within the primary sector</li></ul>	✓		
<ul style="list-style-type: none"><li>• Demonstrable evidence of Senior Leadership experience</li></ul>	✓		
<ul style="list-style-type: none"><li>• Experience of working in a wider context than an individual school</li></ul>		✓	
Leadership & Management	Essential	Desirable	MOA*
<ul style="list-style-type: none"><li>• An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals</li></ul>	✓		
<ul style="list-style-type: none"><li>• Ability to provide clear direction and shared purpose for staff and students</li></ul>	✓		
<ul style="list-style-type: none"><li>• Ability to inspire trust and confidence across the school and the community.</li></ul>	✓		
<ul style="list-style-type: none"><li>• Understanding of the requirements and expectations of the Ofsted framework</li></ul>	✓		
<ul style="list-style-type: none"><li>• Ability to develop and sustain good relationships with staff, parents and governors</li></ul>	✓		
<ul style="list-style-type: none"><li>• Ability to lead CPD programmes</li></ul>	✓		
Teaching & Learning	Essential	Desirable	MOA*
<ul style="list-style-type: none"><li>• A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice.</li></ul>	✓		
<ul style="list-style-type: none"><li>• Proven experience in leading Teaching and Learning for improvement</li></ul>	✓		
<ul style="list-style-type: none"><li>• Comprehensive knowledge of the curriculum</li></ul>	✓		
<ul style="list-style-type: none"><li>• Clear understanding and knowledge of what constitutes outstanding classroom practice and learning</li></ul>	✓		
Monitoring & Evaluation	Essential	Desirable	MOA*
<ul style="list-style-type: none"><li>• Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis</li></ul>	✓		
<ul style="list-style-type: none"><li>• Ability to convey the meaning of data accurately to a variety of audiences</li></ul>	✓		

**GREATER THAN THE SUM OF ITS PARTS**

<ul style="list-style-type: none"> <li>• Successful experience of strategies to raise student achievement</li> </ul>	✓		
Personal	Essential	Desirable	MOA*
<ul style="list-style-type: none"> <li>• Clear understanding and appreciation of the role of a Deputy Headteacher</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• High expectations of self and others</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• The ability to work to tight deadlines and under pressure</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• An ability to use the full range of leadership skills and qualities, appropriate to the situation</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• An enthusiastic and motivational leader with strong morale building skills</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Resilience and determination coupled with the ability to support and show empathy</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• The highest levels of integrity and reliability</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Self-motivated and able to take the initiative</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Approachability</li> </ul>	✓		

**Method of Assessment (MOA) Key:**

**A=Application; I=Interview; R=Reference Q=Qualifications T=Task**

**GREATER THAN THE SUM OF ITS PARTS**