



SIGMA TRUST

Person Specification

Deputy Headteacher

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

GREATER THAN THE SUM OF ITS PARTS

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

Method of Assessment (MOA) Key:

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

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