

Fawbert & Barnard's Primary School

Deputy Headteacher Person Specification

Requirement	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • QTS • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Evidence of further study • Postgraduate level qualification
Experience	<ul style="list-style-type: none"> • Experience across the primary age range • Proven record of successful classroom teaching in a primary school • Proven record of subject leadership • Proven record of successful recent experience as a senior leader in a primary school 	<ul style="list-style-type: none"> • Experience of supporting/working in partnership with other schools • Curriculum leadership in one or more core subject • Experience of teaching in more than one school
Knowledge and skills	<ul style="list-style-type: none"> • A high regard for the personal development and achievement of each child • Commitment to inclusion and equality of access to educational provision for all children and proven experience of a range of teaching and learning strategies to meet the needs of all pupils • Clear understanding of what is effective teaching and learning • An understanding of consistent approaches to behaviour management • Ability to demonstrate knowledge of current curricular and educational issues/relevant legislation • Clear knowledge and understanding of assessment and monitoring procedures (including analysing data, developing strategic plans, setting targets, monitoring and evaluating progress) and proven ability to implement these • Excellent ICT skills and knowledge 	<ul style="list-style-type: none"> • Innovative and creative approach to teaching and learning • Experience of lesson study and/or other innovative approaches to CPD • Experience of implementing Growth Mindset, Building Learning Power and Values based Education (or similar strategies)
Leadership and management	<ul style="list-style-type: none"> • A clear vision of excellence in primary education • Ability to initiate and manage change sensitively in pursuit of strategic objectives • A proven ability to raise educational standards and a commitment to high standards of achievement • Understanding of school improvement planning • Experience of effective monitoring and evaluation of teaching and learning 	<ul style="list-style-type: none"> • Experience of leading professional development opportunities • Experience of managing a budget • Experience of working effectively with the Governing Body • Experience of Performance Management of support staff • Experience of recruitment, appointment and induction of staff

Requirement	Essential	Desirable
	<ul style="list-style-type: none"> • Commitment to the continuing professional development of all staff • Experience of Performance Management of teaching staff 	
Decision making and organisation	<ul style="list-style-type: none"> • Excellent administrative and organisational skills • Experience of contributing to strategic decisions 	<ul style="list-style-type: none"> • Experience of making well judged, difficult decisions
Communication	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills • Able to communicate effectively orally and in writing with the whole school community • Evidence of good working relationships with parents and the wider school community 	<ul style="list-style-type: none"> • Experience of working with other schools, organisations and agencies
Self-management	<ul style="list-style-type: none"> • A well organised person able to manage time effectively, to delegate, to prioritise and to meet deadlines • Evidence of being proactive and highly committed to own professional development 	
Promoting the welfare of children	<ul style="list-style-type: none"> • A commitment to the protection and safeguarding of young people and an up to date knowledge of Child Protection procedures • Experience of dealing with difficult pastoral issues 	<ul style="list-style-type: none"> • Experience of safeguarding reviews/conferences
Personal qualities	<ul style="list-style-type: none"> • Ability to lead by example and inspire others to achieve positive results • Adaptable and flexible approach • Ability to build, support, motivate and work as part of a high performing team • Ability to inspire children and staff 	