



Lincewood Primary School: Deputy Headteacher Person Specification

Specification	Essential	How measured	Desirable	How measured
Qualifications	<ul style="list-style-type: none"> • QTS • Degree 	1,4 1,4	<ul style="list-style-type: none"> • Good Honours Degree. • NPQSL / NPQH / NPQML • Evidence of further study leading to a professional qualification. 	1,4 1,4 1,4
Experience	<ul style="list-style-type: none"> • Being an exemplar teaching practitioner and role model. • Teaching across the primary age range and EYFS experience. • Successfully leading change resulting in a positive impact on pupil outcomes across more than one school. • Creating and implementing school vision, policies and procedures. • Demonstrable experience of successful line management and staff development. • Continuing career development. • Holding a leadership role. • Self-evaluation and school development planning. • At least 3 years leadership experience. 	1,2,3 1,2,3 1,2 1,2 1,2 1,2,3 1,2 1,2 1,2	<ul style="list-style-type: none"> • At least 5 years successful teaching experience. • A track record of having undergone school-based research which has impacted on school priorities. • Carrying out performance management for staff. • Deputy/Acting Head experience. 	1,2 1,2 1,2 1,2 1,2
Skills and knowledge	<ul style="list-style-type: none"> • An understanding of high-quality teaching and the ability to model high expectations to support others to improve. • Use effective strategies to promote and develop pupils' learning behaviours, attitudes and personal development. • An understanding and experience of the accountability to pupils, parents, governors and the Local Authority. • Use of assessment and data analysis to set targets and improve outcomes for all pupils. • A secure understanding of phase specific education from EYFS to KS2. • An understanding of, and a commitment to diversity and equality principles and practices. • A knowledge and understanding of effective school budget management including: SEND funding, pupil premium and sport premium funding 	1,2 1,2,3 1,2,3 1,2 1,2 1,2 1,2 1,2	<ul style="list-style-type: none"> • A demonstrable ability to lead and develop a core curriculum area / key aspect of learning. • Experience of governance in another school / setting. • Experience of amalgamation or a split site school. 	1,2 1,2 1,2 1,2



	<ul style="list-style-type: none"> An ability to organise and manage people and resources to provide an aspirational and safe learning environment. Experience of managing the school effectively on a day to day basis in the absence of the Headteacher. An ability to develop and coach others, identifying and delegating appropriate tasks and projects to support this. An understanding of the need to develop / maintain community links and multi-agency working. Confidence in the use of Information Technology to support leadership and pupil outcomes Experience in monitoring, evaluating and developing the effectiveness of the curriculum. Demonstrate exemplary, professional people leadership and management including support and challenge. 	<p>1,2,3</p> <p>1,2</p> <p>1,2,3</p> <p>1,2,3</p> <p>1,2,3</p> <p>1,2</p> <p>1,2,3</p>		
Personal qualities and attributes	<ul style="list-style-type: none"> Ability to motivate and inspire staff and set high expectations. Demonstrating high standards of personal integrity, loyalty, discretion and professionalism, publicly supporting all decisions of the Headteacher and Governing Body. Maintaining high morale, confidence and presence amongst staff and stakeholders Effective communication and interpersonal skills; parental communication, building teams, effective working relationships. Ability to demonstrate resilience and a good sense of humour. 	<p>1,2,3</p> <p>1,2</p> <p>1,2,3</p> <p>1,2,3</p>	<ul style="list-style-type: none"> Demonstrable ability to think strategically, critically and to solve problems. 	1,2,3
Safeguarding	<ul style="list-style-type: none"> Current level 2 Safeguarding training. An up to date knowledge and understanding of child protection procedures and safeguarding of pupils. Demonstrating a commitment to safeguarding and promoting the welfare of children and young people. 	<p>1,4</p> <p>1,2,3</p> <p>1,2,3</p>	<ul style="list-style-type: none"> DSL / Level 3 Safeguarding training. Up-to-date Safer Recruitment training. 	<p>1,4</p> <p>1,4</p>

How tested: 1 - application form, 2 – interview, 3 – interview process including tasks, 4- certificates