

Deputy Headteacher

Person Specification

Qualifications & Experience	Essential	Desirable
<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 significant Senior Leadership experience 	✓	
<ul style="list-style-type: none"> Experience of working in a wider context than an individual school 		✓
<ul style="list-style-type: none"> Qualified Designated Safeguarding Lead (DSL) 		✓
Leadership & Management	Essential	Desirable
<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	Essential	Desirable
<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	Essential	Desirable
<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 	✓	
<ul style="list-style-type: none"> Successful experience of strategies to raise student achievement 	✓	

Personal	Essential	Desirable
• Clear understanding and appreciation of the role of a Deputy Headteacher	✓	
• High expectations of self and others	✓	
• The ability to work to tight deadlines and under pressure	✓	
• An ability to use the full range of leadership skills and qualities, appropriate to the situation	✓	
• An enthusiastic and motivational leader with strong morale building skills	✓	
• Resilience and determination coupled with the ability to support and show empathy	✓	
• The highest levels of integrity and reliability	✓	
• Self-motivated and able to take the initiative	✓	
• Approachability	✓	