

Barnes Farm Junior School Deputy Headteacher Person Specification

Factor	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • QTS • Successful classroom practitioner • Well qualified in English and mathematics 	<ul style="list-style-type: none"> • Evidence of further study • Willingness to study for further qualifications such as NPQH
Experience of...	<ul style="list-style-type: none"> • Teaching and teaching across primary age range • Collaboration to improve outcomes for pupils • Senior leader or middle manager role in a school • Data analysis • Developing, monitoring and evaluating an aspect of school improvement/provision • Leading and managing people • Contributing to self-evaluation and school improvement priorities • Providing training or other staff development activities • Reviewing others as part of a performance management process 	<ul style="list-style-type: none"> • Working in at least two schools • Coaching or mentoring other staff • Working with governors, parents and the wider community • Working with disadvantaged children and families
Knowledge and Skills	<ul style="list-style-type: none"> • Proven track record as an outstanding practitioner • Knowledge of the Primary curriculum expectations • In-depth knowledge of curriculum development and effective pedagogy • Sound understanding of assessment, recording and reporting • Understanding of effective strategies for school improvement • Knowledge of how the effective use of data and target-setting can raise standards • Up-to-date knowledge and understanding of current educational issues 	<ul style="list-style-type: none"> • Evidence of highly effective teaching in more than one year group • Subject leadership in a core area • Familiarity with the Essex STEPs pedagogy • Familiarity with the Chris Quigley Depth of Learning Assessment framework
Skills	<ul style="list-style-type: none"> • Can lead projects with attention to detail • Able to inspire, challenge, motivate and empower others to carry a vision forward • Able to promote and maintain individual and team development • Communicate effectively across a range of media • Think creatively • Organise and manage your own time and workload effectively 	<ul style="list-style-type: none"> • Can demonstrate experience of leading change, creativity and innovation
Safeguarding	<ul style="list-style-type: none"> • Child Protection trained • Prevent trained • Committed to inclusion and the ability and right of all to be the best they can be • Puts the child at the centre of every 	<ul style="list-style-type: none"> • Child Sexual Exploitation trained • Familiarity with e-safety procedures

	<p>decision and action</p> <ul style="list-style-type: none"> • Can challenge, influence and motivate others to attain high goals • Knowledge of strategies which encourage parents and carers to support their child's learning 	
Personal Attributes	<ul style="list-style-type: none"> • Values all children and is committed to the development of the whole child • Relates well to the entire school community • Instils confidence in others • Particularly champions the needs of the disadvantaged pupil • Can adapt to changing circumstances and new ideas in a positive and creative manner • Energy and enthusiasm • Integrity and loyalty • A good sense of humour 	