



## Appointment of Deputy Headteacher 2020

### Person Specification

Educational Qualifications and Training	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree of equivalent</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Evidence of further study</li> <li>• Willingness to study for SENCO Qualification NPQH</li> </ul>
Experience	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Varied experience and understanding of teaching and learning across the primary age range</li> <li>• Previous recent experience in a senior leader or middle manager role in a primary school</li> <li>• Experience of data analysis</li> <li>• Responsibility for developing, monitoring and evaluating an aspect of school provision</li> <li>• Experience of leading and managing people</li> <li>• Experience of contributing to self evaluation and school improvement</li> <li>• Experience of leading training and other staff development activities, including performance management</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Experience of teaching in more than one key stage</li> <li>• Experience of working in at least two schools</li> <li>• Experience of coaching and mentoring</li> <li>• Experience of working with governors, parents and the wider community</li> </ul>
Knowledge and Understanding	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• A proven track record as an outstanding teacher</li> <li>• Knowledge of the curriculum for Foundation Stage, Key Stage 1 and 2</li> <li>• In-depth knowledge of curriculum development and effective pedagogy</li> <li>• Sound understanding of assessment, recording and reporting</li> <li>• Understanding of strategies for school improvement</li> <li>• Knowledge of how the effective use of data and target setting can raise standards</li> <li>• Up-to-date knowledge and understanding of current educational issues</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Evidence of highly effective teaching in more than one year group</li> <li>• Subject Leadership of either Literacy or Numeracy</li> <li>• Knowledge of Raise-online</li> <li>• Familiar with Chris Quigley Depth of Learning Assessment Tracker</li> </ul>

Skills	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Ability to positively influence others</li> <li>• Ability to motivate, lead and manage people to work both individually and in teams</li> <li>• Ability to implement change and plan strategically</li> <li>• Outstanding communication skills, with a range of audiences both orally and in writing</li> <li>• Understanding, analysis and interpretation of school performance data</li> <li>• Ability to prioritise work under pressure and meet deadlines</li> <li>• Effective problem solving skills</li> <li>• Effective administrative and organisational skills</li> </ul>
Safeguarding	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Child protection trained</li> <li>• PREVENT trained</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• CSE trained</li> <li>• Familiar with e-safety procedures</li> </ul>
Personal Attributes	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Value all children and committed to the development of the whole child</li> <li>• Relate well to pupils, staff and parents and care about their individual needs</li> <li>• Able to adapt to changing circumstances and new ideas in a positive and creative manner</li> <li>• Ability to deal with sensitive issues in a professional manner</li> <li>• Has high standards of self and others</li> <li>• Good judgement</li> <li>• Energy and enthusiasm</li> <li>• Integrity and loyalty</li> <li>• A good sense of humour</li> </ul>