

## Person Specification - Deputy Head Teacher

Category	Essential	Desirable
<b>1. Qualifications/ Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Qualified teacher status</li> <li>▪ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning</li> <li>▪ Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of working with other schools/organisations/agencies</li> <li>▪ Experience of leading/coordinating professional development opportunities</li> </ul>
<b>2. Experience</b>	<ul style="list-style-type: none"> <li>▪ Substantial, successful teaching experience</li> <li>▪ Successful experience in a leadership and management role</li> <li>▪ Teaching experience across a range of primary years</li> </ul>	<ul style="list-style-type: none"> <li>▪ Curriculum leadership in one or more core subjects</li> <li>▪ Knowledge of Health &amp; Safety and safe working practices</li> </ul>
<b>3. Strategic Leadership</b>	<ul style="list-style-type: none"> <li>▪ Ability to articulate and share a vision of primary education within the context of the school's vision and ethos</li> <li>▪ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school</li> <li>▪ Evidence of successful strategies for planning, implementing, monitoring and evaluation of school improvement</li> <li>▪ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these</li> <li>▪ Knowledge of what constitutes quality in educational provision, strategies for raising standards and the achievement of all pupils</li> <li>▪ Understanding of and commitment to promoting and safeguarding the welfare of pupils</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of having successfully translated vision into reality at whole school level</li> <li>▪ Experience as a Deputy Designated Safeguarding Lead</li> </ul>

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	<ul style="list-style-type: none"> <li>Knowledge of the role of the governing body</li> </ul>	
<b>4. Teaching and Learning</b>	<ul style="list-style-type: none"> <li>A secure understanding of the requirements of the National Curriculum</li> <li>Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils</li> <li>A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</li> <li>Experience of effective monitoring and evaluation of teaching and learning</li> <li>Secure knowledge of statutory requirements relating to the curriculum and assessment</li> <li>Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> <li>Understanding of successful teaching and learning across the entire curriculum across all key stages</li> <li>Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>Whole school curriculum leadership</li> <li>Delivery of external CPD</li> </ul>
<b>5. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>Experience of working and leading staff teams</li> <li>Ability to delegate work and support colleagues in undertaking responsibilities</li> <li>Experience of performance management and supporting the professional development of colleagues</li> <li>Substantial, successful leadership of middle management / phase leaders</li> <li>Experience of working with governors to enable them to fulfil whole school responsibilities</li> <li>Successful involvement in the positive well-being of all staff</li> </ul>	<ul style="list-style-type: none"> <li>Successful involvement in staff recruitment, appointment/induction,</li> <li>Understanding of how financial and resource management enable a school to achieve its educational priorities</li> </ul>
<b>6. Accountability</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively, both written and verbal to a range of audiences – e.g. staff,</li> </ul>	<ul style="list-style-type: none"> <li>Understanding the criteria for the evaluation of finance and budgets</li> </ul>

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	<p>pupils, parents, Governors,</p> <ul style="list-style-type: none"> <li>▪ Experience of effective whole school self-evaluation and improvement strategies</li> <li>▪ Secure understanding of current practice in performance management</li> <li>▪ Experience of offering challenge and support to improve performance</li> <li>▪ Experience of presenting reports to governors</li> <li>▪ Ability to provide clear information and advice to staff and governors</li> </ul>	<ul style="list-style-type: none"> <li>▪ Leading sessions to inform parents</li> </ul>
<b>7. Skills, Qualities &amp; Abilities</b>	<ul style="list-style-type: none"> <li>▪ Strong commitment to the school's ethos and vision</li> <li>▪ High expectations of pupils' learning and attainment</li> <li>▪ Strong commitment to school improvement and raising achievement for all</li> <li>▪ Ability to build and maintain good relationships</li> <li>▪ Ability to remain positive and enthusiastic when working under pressure</li> <li>▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>▪ Believes and models the principles of nurture</li> <li>▪ Good communication skills</li> <li>▪ Stamina and resilience</li> <li>▪ Willingness and ability to seek advice and learn from constructive criticism</li> </ul>	
<b>8. References</b>	<ul style="list-style-type: none"> <li>▪ Positive recommendation in professional references</li> <li>▪ Strong positive examples of leadership impact</li> </ul>	
<b>9. Safeguarding</b>	<ul style="list-style-type: none"> <li>▪ Eastwood Primary School and Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants. Part of the DHT responsibility will be as a Deputy Designated Safeguarding Lead.</li> </ul>	