



COOPERSALE AND THEYDON GARNON C.E PRIMARY SCHOOL

PERSON SPECIFICATION – DEPUTY HEADTEACHER

Essential	Desirable
<p>Degree with Qualified Teacher Status.</p> <p>Evidence of and commitment to continuing professional development.</p>	
<p>Proven track record as an excellent primary practitioner in a variety of settings.</p> <p>A minimum of 4 years teaching experience in Primary Schools.</p> <p>Effective Senior Leadership experience.</p> <p>Use of innovative approaches to the development of teaching and learning.</p> <p>Record of providing effective improvement strategies to raise standards of pupils of all abilities.</p> <p>Commitment to the ethos and philosophy of the school practice and school organisation.</p>	<p>Experience and knowledge of working in a challenging environment.</p> <p>Effective Senior Leadership in a challenging environment.</p>
<p>Knowledge of the role of the Deputy Headteacher.</p> <p>Experience, knowledge and understanding of Primary practice and current educational legislation and initiatives affecting 4 – 11 year olds.</p> <p>Knowledge and understanding of best practice in teaching and learning, to support pupil achievement.</p> <p>Experience of working closely with parents/ caregivers.</p> <p>Experience of working with and supporting governors and stakeholders.</p> <p>Experience of leading a key aspect of learning and teaching. (Core subject / Inclusion / Year Group or Key Stage leader)</p>	<p>Knowledge and understanding of how new technologies can support pupil achievement and standards across the school.</p> <p>Experience in the foundation stage.</p> <p>Experience of working in a Church School.</p> <p>Experience of peer observation and feedback.</p>

<p>Experience of tackling underachievement, raising and sustaining standards.</p> <p>Experience, knowledge and understanding of curriculum innovation and change.</p>	
<p>An excellent classroom practitioner. A teacher with good ICT knowledge and skills relating to class teaching.</p> <p>Ability to integrate equality and diversity policies into service delivery.</p> <p>Demonstrable commitment to equality of opportunity and inclusive education.</p> <p>Ability to develop an appropriate environment which ensures the safety of all users of the school.</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with students.</p> <p>Experience of coaching and mentoring colleagues.</p>	
<p>Resilience</p> <p>Excellent interpersonal and communication skills.</p> <p>An ability to be flexible, creative and solution focused.</p> <p>Ability to plan, organise, communicate and delegate effectively.</p> <p>Ability to think strategically, creatively and to prioritise workloads and manage competing demands.</p> <p>Demonstrate the ability to lead, motivate, develop and inspire staff and to encourage pupil and parent involvement.</p> <p>A willingness to share expertise, skills and knowledge.</p> <p>Commitment to continuing professional development for self and others, in creating a learning culture.</p>	

Headteacher's signature: _____ **Date:** _____

Post holder's signature: _____ **Date:** _____