



Deputy Headteacher Person Specification

Qualifications

- QTS
- Evidence of further training in leadership and management (eg NPQSL)
- Evidence of continuing professional development

Experience

- Experience across the primary age range
- Proven record of successful classroom teaching
- Proven record of successful experience as a senior leader or Deputy Headteacher
- Experience of EYFS
- Liaison with external agencies

Leadership and Management

- Proven leadership and management skills
- A clear vision of excellence in education
- A proven ability to raise educational standards and a commitment to high standards of achievement
- Understanding of school improvement planning
- Understanding of the strategic role of the Governing Body and ability to work effectively with Governors
- Ability to delegate, monitor and evaluate information
- Evidence of good working relationships with parents and the wider school community and external stakeholders
- Experience of Performance Management of staff
- Commitment to the continuing professional development of all staff
- Ability to lead by example and inspire others to achieve positive results
- Ability to initiate and manage change sensitively in pursuit of strategic objectives
- Commitment to the Christian vision, ethos, values and distinctiveness of the School as a Church School
- A commitment to the protection and safeguarding of young people and an up to date knowledge of Child Protection procedures
- Knowledge of current Health and Safety Regulations
- Ability to work effectively with St Mary's Church, Gt Dunmow



Knowledge and Skills/Teaching and Learning

- Ability to demonstrate knowledge of current curricular and educational issues/relevant legislation
- Clear knowledge and understanding of assessment and monitoring procedures and ability to implement these
- Commitment to inclusion and equality of access to educational provision for all children
- An understanding of consistent approaches to behaviour management
- Clear understanding of what is effective teaching and learning
- A high regard for the personal achievement of each child
- Competent ICT skills and knowledge
- Innovative and creative approach to teaching and learning

Personal Qualities

- Strong interpersonal and communication skills
- Adaptable and flexible approach
- Desire to promote respect between children, staff, parents and governors
- Well organised and able to manage time effectively, to delegate, to prioritise and to meet deadlines
- Ability to recognise and utilise staff strengths
- Ability to build, support, motivate and work as part of a high performing team
- Ability to value and support members of staff, promoting open and honest communication
- Ability to inspire children