



PERSON SPECIFICATION DEPUTY HEADTEACHER
Offham Primary School

Category	Essential	Desirable
1. Qualifications/ Professional Development	<ul style="list-style-type: none">▪ Qualified teacher status▪ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning	<ul style="list-style-type: none">▪ Experience of working with other schools/organisations/agencies
2. Teaching & Learning	<ul style="list-style-type: none">• Experience of leading one or more subject areas• Be able to demonstrate excellent teaching practice• A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning• Knowledge of evidence based strategies to support teaching and learning• Knowledge of how to effectively support pupils with SEND and the mainstream core standards.	<ul style="list-style-type: none">▪ Experience of teaching in more than one school▪ Experience as a SENCO and the SENCO qualification or willingness to complete the national SENCO qualification.
3. Leadership	<ul style="list-style-type: none">▪ Experience of working and leading staff teams▪ Ability to delegate work and support colleagues in undertaking responsibilities▪ Experience of key stage leadership▪ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school▪ Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement▪ Ability to analyse data, to aid school improvement▪ Experience of leading staff meeting	<ul style="list-style-type: none">▪ Experience of working alongside the governing body



Category	Essential	Desirable
	<p>to support school development</p> <ul style="list-style-type: none">▪ Experience of appraisal and supporting the professional development of colleagues▪ Clear understanding of safeguarding, including child protection. Experience as a Deputy DSL.	
4. Accountability	<ul style="list-style-type: none">▪ Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors,	<ul style="list-style-type: none">▪ Experience of presenting reports to governors
5. Skills & Qualities	<ul style="list-style-type: none">▪ Outstanding teaching skills▪ Strong commitment to the school vision▪ High expectations of pupils' learning and attainment▪ Strong commitment to school improvement and raising achievement for all▪ Ability to build and maintain good relationships▪ Ability to remain positive and enthusiastic when working under pressure▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively▪ Empathy with children▪ Good communication skills▪ Good interpersonal skills▪ Stamina and resilience▪ Effective ICT skills▪ Ability to identify own learning needs	