

Person specification - Deputy Headteacher	Essential	Desirable	Demonstrated through (A = application, I = interview, R = reference)
<u>Qualifications and experience</u>			
QTS and eligibility to work in UK	✓		A
Evidence of professional development relevant to the role	✓		A
Postgraduate Qualification such as Masters Degree or NPQSL or NPQH		✓	A
Experience in more than one school		✓	A
<u>Experience</u>			
Whole school leadership to at least Assistant Headteacher level	✓		A
Successful experience of raising and securing high student outcomes	✓		A/I
Leading whole school strategic change raising standards of learning and behaviour	✓		A/I
Up-to-date and relevant pedagogical knowledge in order to successfully inform the teaching and learning approach across the academy.	✓		A/I
Experience of developing a high quality, ambitious curriculum.	✓		A/I
Experience of leading and supporting pastoral teams.	✓		A/I
Evidence of supporting and challenging students and staff to raise standards.	✓		A/I
Using data analysis to identify and address issues.	✓		A/I
Experience of working with colleagues in other schools in order to further develop teaching / learning.		✓	A/I
Experience of working with external agencies and Professional Bodies		✓	A/I

<u>Skills and knowledge</u>			
Ability to provide clear direction and to inspire, motivate and support others.	✓		A/I
Outstanding classroom practitioner with consistently high student outcomes.	✓		A/I
Well-developed presentation and written skills, able to communicate to a range of stakeholders.	✓		A/I
Ability to plan strategically for whole school improvement.	✓		A/I
Initiative when problem solving.	✓		A/I
Ability to delegate when appropriate and empower and develop others.	✓		A/I
Ability to communicate and work effectively with students, staff, parents, carers and Governors. Building networks within and beyond our school.		✓	A/I
Knowledge of the Ofsted Inspection Framework and experience of successful Ofsted inspections.	✓		A/I
<u>Personal qualities and attributes</u>			
A strong moral purpose and commitment to the aims and values of the school	✓		A/I/R
Clear educational philosophy with student achievement and wellbeing at its heart.	✓		A/I/R
A positive approach to challenges; seeking solutions to problems and addressing difficulties with cheerfulness and good humour.	✓		A/I/R
Commitment to equal opportunities across the academy.	✓		A/I/R



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