

## Deputy Headteacher - Person Specification

E = Essential, D = Desirable, A = Application, I = Interview, P = Presentation

Criteria	Qualities		
<b>Qualifications and training</b>	• Qualified teacher status	E	A
	• Degree	E	A
	• National Professional Qualification (or other L7 Qualification)	D	A
	• Evidence of commitment to own professional development	E	A+I
<b>Experience</b>	• Successful senior leadership and management experience in a 'whole school' context	E	A + I
	• Extensive teaching experience to a high standard	E	A + I
	• Demonstrable experience of leadership of behavior for learning	E	A + I
	• Involvement in school self-evaluation and development planning	E	A + P
	• Demonstrable experience of successful line management and staff development	E	A + I
	• Experience and knowledge of meeting the needs, and improving outcomes for all pupils including those with SEND, EAL and Pupil Premium	E	A+P
	• Experience of Performance Management / Appraisal	E	A + I
<b>Skills and knowledge</b>	• Data analysis skills, and the ability to use data to set targets and identify support and key areas to develop	E	A + P
	• Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	E	A + P
	• Understanding of research evidence in high quality teaching and learning	E	A + P
	• Demonstrable evidence of research informed practice	D	A + I
	• Understanding of effective continuous professional development	E	A + I
	• Understanding of school finances and financial management	E	I
	• Effective communication and interpersonal skills	E	I
	• Understanding of school finances and financial management	E	P
	• Effective communication and interpersonal skills	D	P + I
	• Ability to communicate a vision and inspire others	E	A
	• Ability to embed a coaching culture		
	• Ability to build effective working relationships		

<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils and promoting the inclusive mission and values of the Trust and school</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> <li>• Sense of humor</li> </ul>	E  E E E E	P + I  A + I I I P + I
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