

PERSON SPECIFICATION DEPUTY HEADTEACHER
Kingsnorth CE Primary School



Category	Essential
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> ✓ Degree ✓ Qualified teacher status ✓ NPQH – achieved, working on committed to
2. Teaching & Learning	<ul style="list-style-type: none"> ✓ Proven teaching experience at an outstanding grade throughout the whole primary phase – including EYFS ✓ Able to model and demonstrate a range of teaching and learning strategies to meet the needs of all pupils ✓ Demonstrated effective strategic planning and delivery – whole school ✓ Effectively use formative assessment to inform strategy and decisions ✓ A secure understanding of the current National Curriculum ✓ Ensure high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school
3. Leadership	<ul style="list-style-type: none"> ✓ Successful SLT experience in a school – innovative whole school projects ✓ Demonstrable experience of successful line management and staff development ✓ DSL with clear understanding of safeguarding, including Child Protection and Online Safety expectations ✓ Experience of a successful SIAMS ✓ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school ✓ Experience of school finances and financial management ✓ Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement ✓ Experience and proven track record of coaching staff and the ability to support staff improvement with a commitment to collaboration and working across other schools
4. Accountability	<ul style="list-style-type: none"> ✓ Ability to communicate effectively, orally and in writing to all audiences – e.g. staff, pupils, parents, governors ✓ Ability to hold others to account ✓ Experience of presenting reports to governors and outside agencies
5. Skills & Qualities	<ul style="list-style-type: none"> ✓ A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school ✓ Ability to work under pressure and prioritise effectively ✓ Be proactive in developing and improving practices across the school ✓ Commitment to maintaining confidentiality at all times ✓ Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position ✓ Ability to build effective working relationships ✓ Strong commitment to the school vision ✓ Strong commitment to school improvement and raising achievement for all through research-based innovation ✓ Ability to organise work, prioritise tasks, make decisions and manage time effectively ✓ Ability to be reflective
6. Other	<ul style="list-style-type: none"> ✓ Exemplary health and attendance record ✓ Outstanding references ✓ Ability to work effectively under pressure and manage competing priorities