



Nurtured We Flourish

Deputy Headteacher Person Specification

Criteria	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none">Qualified teacher statusDegree level qualification	<ul style="list-style-type: none">NPQ or leadership qualifications that will support with the rolePost graduate study
Experience	<ul style="list-style-type: none">Successful leadership and management experience in a primary school.Teaching experience across the primary age-range and a proven track record of high-quality teaching.Ability to support pupils with a range of learning, social and emotional needs.Involvement in school self-evaluation and development planning.Evidence of successfully implementing whole-school initiatives.Demonstrable experience of successful line management and staff development.Demonstrable evidence of raising standards within a school.Experience of leading teacher development and of enhancing the quality of teaching and learning within a school.Experience of leading on an aspect of curriculum development within a school.Experience of conducting training/leading INSET.	<ul style="list-style-type: none">Experience in the use of technology to improve systems that raise student achievement.Proven track record of being able to make difficult decisions.
Knowledge	<ul style="list-style-type: none">Knowledge of current educational trends, curriculum developments and educational initiatives.Understanding of what constitutes high-quality teaching and learning.Thorough understanding of the primary curriculum (including EYFS) and an ability to structure sequences of lessons which are coherent and inspiring.Excellent knowledge and understanding of diversity and equality requirements.Excellent knowledge and practical strategies to support pupils with SEND.A dedication to high academic standards, with an aspiration for exceptional practice in all aspects.	<ul style="list-style-type: none">Understanding of school finances and financial management.Knowledge of latest Ofsted requirements relating to Learning, Teaching and Self-Evaluation.
Skills	<ul style="list-style-type: none">A proven ability to develop exceptional practice across the primary phases.The ability to model high quality teaching for others and to support others to improve.Data analysis skills and the ability to use data to set targets and identify priority areas of focus.Effective communication (both written and oral) and interpersonal skills.Ability to communicate a vision and inspire, motivate and empower others.Ability to build effective working relationships and to develop effective teamwork.Able to think strategically and contribute to the creation and evaluation of an exciting and well-	

	<p>defined school vision.</p> <p>Personal qualities</p> <ul style="list-style-type: none"> • A highly nurturing and inclusive approach to education. • Motivation to work with children and young people. • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school. • Ability to motivate and inspire staff and students. • Supportive of the Christian ethos of the school. • An ability to work under pressure, maintaining a sense of perspective and humour. • Emotional resilience in working with challenging behaviours. • Problem-solving abilities and flexibility. • Motivated and reliable. • High expectations of self, colleagues and children. • 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. 	
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