



Nurtured We Flourish

Deputy Headteacher Person Specification

Criteria	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification 	<ul style="list-style-type: none"> • NPQ or leadership qualifications that will support with the role • Post 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- 	

	defined school vision.	
Personal qualities	<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. 	