



Ospringe CE Primary School

Person Specification: Deputy Headteacher



<u>Criteria</u>	<u>Essential</u>	<u>Desirable</u>
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree • At least 5 years of teaching experience • Previous experience in a senior or middle leader role in a primary school • Evidence of excellent classroom management and practice • Experience of leading a key curriculum area • Experience of working in successful partnership with governors, parents and the wider community 	<ul style="list-style-type: none"> • Evidence of, and commitment to, continuous professional development • Teaching across the whole primary age range • Experience of being a Designated Safeguarding Lead
Knowledge and understanding	<ul style="list-style-type: none"> • Knowledge of effective teaching and learning strategies including behaviour management • Knowledge of guidance and requirements around safeguarding children • Confidence and experience in using ICT to support teaching and administration 	<ul style="list-style-type: none"> • Varied experience and understanding of teaching and learning in more than one Key Stage • Experience of data analysis • Experience of contributing to self-evaluation and school improvement
Professional Skills	<ul style="list-style-type: none"> • Ability to communicate effectively (both orally and in writing) to a variety of audiences • Manage own workload, and the work of individuals and teams, effectively providing support where necessary and delegation where appropriate • Use a high level of emotional intelligence, impact and presence to effectively lead and motivate staff • Use a range of evidence, including performance data and external evaluations, to improve aspects of school life, including challenging poor performance • Contribute to maintaining a happy, challenging and effective learning environment 	<ul style="list-style-type: none"> • Experience of coaching and mentoring existing and new staff members
Personal Qualities	<ul style="list-style-type: none"> • Value all children and committed to the development of the whole child • Demonstrative desire to work closely as a member of a team of staff in working towards the strategic vision of the school 	<ul style="list-style-type: none"> • Enhance the value of the school to the wider community, and involve that community in enriching the learning experiences of pupils • Demonstrate emotional resilience in working with challenging behaviours

Nurture – Grow – Succeed

“With God’s guidance sowing the seeds of success; nurturing and inspiring pupils and adults to flourish”.

	<ul style="list-style-type: none"> • Able to adapt to changes in circumstances and new ideas in a creative and positive manner • Ability to build effective working relationships with staff, pupils and parents • Energetic, enthusiastic and committed to work flexibly according to the needs of the school • Displays a passion and a love for their work • Organised and effective in the management of their work • Commitment to getting the best outcomes for all pupils, reflecting our school values and promoting the aims and ethos of our Church of England Primary School. • The ability to maintain confidentiality at all times • A commitment to safeguarding, equality and promoting the welfare of children 	
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