



**Southborough Primary School
Deputy Headteacher – Person Specification**

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> • Qualified Teacher status • Good degree • National professional qualification for senior leadership 	<ul style="list-style-type: none"> • Evidence of additional further educational qualifications
Experience	
<ul style="list-style-type: none"> • Successful leadership and management experience in a school • At least 5 years successful teaching experience in the primary age range • Substantial knowledge and understanding of teaching and learning across the primary phase • Demonstrable experience of successful line management and staff development • Experience of leading Assessment across the school and at least one core curriculum area and evidence of the impact in this role 	<ul style="list-style-type: none"> • Experience of working with and involving school Governors • Experience of teaching in more than one key stage • Experience of working with and developing links with the community
Knowledge & Understanding	
<ul style="list-style-type: none"> • Understanding of high quality teaching based on evidence informed by research and the ability to model this for others and support others to improve • Ability to articulate a strong, clear vision for high quality education • Ability to deploy a range of leadership skills appropriately • Ability to build effective working relationships with all stakeholders • Inspire and motivate staff and pupils to achieve high standards • Demonstrate knowledge of the whole primary national curriculum, including how it links together to create academic, spiritual, moral, social and cultural excellence and in line with the Ofsted framework • Clear understanding of the Early years Framework • Excellent and innovative IT skills • Knowledge and understanding of data analysis and the ability to use data to set targets for improvement across the school • Understanding of how to support children with AEN across the school, measuring interventions effectively and using the pupil premium to good effect re pupil progress 	
Leadership Skills	

<ul style="list-style-type: none"> • To assist the Headteacher in leading an expanding Church of England primary school which is already successful but with ambition for further improvement • Evidence of highly effective teaching in more than one year group • Lead and manage people to work both individually and in teams • Delegate and monitor effectively • Initiate and manage change • Motivate and inspire by setting and following high standards • Seek advice and support when necessary • Deal sensitively with people and resolve Conflicts. 	<ul style="list-style-type: none"> • Evidence of successful school improvement planning and delivery <ul style="list-style-type: none"> • Evidence of successful performance management of staff
Decision-making Skills	
<ul style="list-style-type: none"> • Ability to investigate, resolve problems and make decisions <p>This will include an ability to:</p> <ul style="list-style-type: none"> • Collect and weigh evidence, make judgements and take decisions in line with good educational practice • Think creatively and imaginatively to solve problems and identify opportunities 	
Communication Skills	
<ul style="list-style-type: none"> • The ability to communicate clearly and take into account, where appropriate, the views of others • Effectively communicate orally and in writing to a range of audiences • Negotiate and consult 	
Self Management Skills/Professional Development	
<ul style="list-style-type: none"> • Evidence of continuing professional development and being able to demonstrate the impact of this • Evidence of working collaboratively with other schools, organisations and agencies • Ability to plan time and organise work effectively <p>This will include an ability to:</p> <ul style="list-style-type: none"> • Prioritise and manage time • Work under pressure and meet deadlines • Be self motivating and set personal goals 	
School Ethos	
<ul style="list-style-type: none"> • Capacity to influence others • An ability & commitment to develop and maintain the Christian ethos of the school in partnership with the Headteacher. • Fully supportive of the aims & ethos of a Church V.C. school • Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development • Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education 	

Personal Attributes	
<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• Commitment to uphold the 7 principles of public life (the Nolan principles) at all times. Adaptability to changing circumstances & ideas <ul style="list-style-type: none">• Energy and enthusiasm• Reliability and integrity• Outstanding interpersonal skills• Commitment to safeguarding and equality	