



# Egerton Church of England Primary School

*Together, we inspire, nurture and thrive.*

## Person Specification: Deputy Headteacher

Criteria	Essential	Not Essential but desirable	Method of Assessment
<i>Qualifications</i>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (Primary age range)</li> <li>• Degree level (or equivalent) qualification</li> <li>• Willingness to undertake further training in the future and a desire to progress to Headship.</li> </ul>	<ul style="list-style-type: none"> <li>• Further professional qualification e.g. Leadership Pathways or NPQs.</li> </ul>	Application form
<i>Experience and Knowledge</i>	<ul style="list-style-type: none"> <li>• At least 5 years' experience (in EYFS/KS1/KS2)</li> <li>• Excellent classroom practitioner</li> <li>• Demonstrable evidence of Senior Leadership experience e.g. Phase Leader, Assistant Head, Deputy Head</li> <li>• Knowledge of effective teaching and learning strategies including behaviour management</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Effective leadership in raising the standards of teaching and learning.</li> <li>• Effective management of change.</li> <li>• Effective line management of other staff.</li> <li>• Experience of leading a key curriculum area</li> <li>• Confidence and experience in using ICT to support teaching and administration</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching experience in more than one school.</li> <li>• Experience of working in a wider context than an individual school.</li> <li>• Leading of INSET</li> <li>• Effective collaboration with external agencies.</li> <li>• Development of innovative learning and teaching</li> <li>• Designated Safeguarding Lead.</li> <li>• Use of technology to improve systems that raise pupil achievement.</li> <li>• Effective contribution to SEF</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Task</li> <li>• Interview</li> </ul>
<i>Professional Development</i>	<ul style="list-style-type: none"> <li>• Evidence of relevant further professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Appraisal of other staff.</li> <li>• Evidence of leading on the professional development of other staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Task</li> <li>• Interview</li> </ul>

Criteria	Essential	Not Essential but desirable	Method of Assessment
	<ul style="list-style-type: none"> <li>• Cognisant with strong practice.</li> <li>• Build and maintain professional relationships with children, staff, parents and governors through effective interpersonal skills and empathy.</li> <li>• Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents and governors.</li> <li>• Inspire, challenge and motivate and empower others.</li> <li>• Think creatively to anticipate and solve problems.</li> <li>• Build on current good practice whilst moving the school forward with vision and vigour.</li> <li>• Develop effective teamwork and be able to contribute effectively to a range of teams.</li> <li>• Think strategically and contribute to creating a coherent school vision.</li> <li>• Inclusive approach to education.</li> <li>• High expectations of self and others.</li> <li>• Manage and resolve conflict sensitively.</li> <li>• Work under pressure, maintaining a sense of perspective and humour.</li> <li>• Commitment, honesty and dedication.</li> <li>• Ability to manage own time effectively.</li> <li>• Reliability and integrity.</li> <li>• Resilience and tenacity.</li> </ul>	<ul style="list-style-type: none"> <li>• Knows what 'strong' looks like and the proven ability to develop strong practice.</li> </ul>	
<p><i>Personal qualities, skills and characteristics</i></p>	<ul style="list-style-type: none"> <li>• Committed to safeguarding, equality, and promoting the welfare of all children</li> <li>• Dedicated to achieving the best possible outcomes for every pupil, in line with the school's values and ethos as a</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen the school's role within the wider community by actively engaging it in enhancing pupils' learning experiences</li> <li>• Demonstrate emotional resilience when</li> </ul>	<ul style="list-style-type: none"> <li>• Task</li> <li>• Interview</li> <li>• References</li> <li>• Enhanced DBS check</li> </ul>

Criteria	Essential	Not Essential but desirable	Method of Assessment
	<p>Church of England Primary School</p> <ul style="list-style-type: none"> <li>• Values each child as an individual and is committed to supporting their all-round development</li> <li>• Builds strong, positive relationships with pupils, staff, and parents</li> <li>• Works collaboratively as part of a team to support the school's strategic vision</li> <li>• Approaches change with flexibility, creativity, and a positive attitude</li> <li>• Brings energy, enthusiasm, and a willingness to adapt to the needs of the school</li> <li>• Demonstrates a genuine passion for their role and a love of working with children</li> <li>• Organises workload effectively and manages responsibilities efficiently</li> <li>• Maintains confidentiality and professionalism at all</li> </ul>	<p>responding to challenging behaviour</p>	