



Ryarsh Primary School Deputy Headteacher – Person Specification

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> Qualified Teacher Status Degree or equivalent Evidence of commitment to own professional development 	<ul style="list-style-type: none"> Relevant leadership qualification (e.g. NPQSL)
Experience	
<ul style="list-style-type: none"> Evidence of highly effective teaching across more than one primary phase year group Experience of subject or phase leadership with impact at whole-school level Experience of leading and improving a Key Stage, year group or area of provision Experience of contributing to whole-school improvement Experience of working in partnership with parents and the wider community 	<ul style="list-style-type: none"> Recent experience as a senior leader in a primary school Experience of leading whole-school change Experience of working with Governors Experience of managing budgets and resources
Teaching and Learning	
<ul style="list-style-type: none"> Outstanding classroom practitioner who leads by example High expectations of attainment, behaviour and inclusion Strong understanding of how children learn, including evidence-informed practice Uses assessment effectively to adapt teaching and improve outcomes Creates engaging, well-structured learning that develops thinking Builds strong relationships with pupils that support excellent 	

<p>learning behaviours</p> <ul style="list-style-type: none"> • Ensures all pupils are appropriately supported and challenged 	
Leadership Skills	
<ul style="list-style-type: none"> • Ability to inspire, motivate and develop staff • Proven ability to lead and manage teams effectively • Experience of driving improvement and managing change • Strong understanding of pedagogy, curriculum and assessment • Ability to use data effectively to inform evaluation and improvement • Skilled in providing clear, developmental feedback (e.g. coaching, appraisal) • Strong organisational and strategic thinking skills • Ability to make decisions with awareness of staff wellbeing and workload 	<ul style="list-style-type: none"> • Experience of leading school self-evaluation and improvement planning
Communication Skills	
<ul style="list-style-type: none"> • Communicates clearly and effectively with a range of audiences • Builds positive, professional relationships with staff, pupils, parents and governors • Listens to and values the views of others • Adapts communication style to different situations 	
Personal Attributes	
<ul style="list-style-type: none"> • Ability to influence and inspire others • Builds strong, trusting relationships across the school community • Reflective and committed to continuous improvement • Resilient, adaptable and solution-focused • Leads with integrity, credibility and clarity • Highly organised and able to manage competing priorities • Committed to maintaining a healthy work-life balance for self and others 	
School Ethos	
<ul style="list-style-type: none"> • Commitment to the values of compassion, integrity, unity, 	

<p>determination and respect</p> <ul style="list-style-type: none">• Ability to contribute to and sustain a positive, inclusive and aspirational school culture• Commitment to placing children at the heart of all decision-making• Willingness to contribute fully to the wider life of the school	
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