

# Person Specification

**Deputy Headteacher**



**The Stour Academy Trust**

# Person Specification for Role

## Qualifications:

- Qualified Teacher Status (QTS).
- Degree in relevant subject area or education.
- Evidence of ongoing professional development, including leadership training such as NPQ or equivalent.
- Commitment to further leadership development aligned with school priorities and statutory requirements.

## Experience:

- Significant experience in a senior leadership role within a primary school setting.
- Proven track record of improving teaching quality and pupil outcomes.
- Experience in curriculum leadership and development, ensuring a broad, balanced, and inclusive curriculum.
- Demonstrated success in managing staff performance, professional development, and deployment.
- Experience in managing behaviour, attendance, and promoting a positive school culture.
- Familiarity with statutory duties relating to safeguarding, SEND, and inclusion.
- Experience of working collaboratively with external agencies and partners to support pupils' wider needs.

## Skills and Competencies:

- Strong strategic leadership skills to support the headteacher in setting and driving the school's vision and priorities.
- Ability to lead and sustain high-quality teaching and learning through evidence-informed approaches.
- Competence in data analysis to monitor progress and inform school improvement.
- Excellent communication and interpersonal skills to build positive relationships across the school community.
- Effective in developing staff through appraisal, professional development, and succession planning.
- Ability to create and implement clear, fair policies and procedures that comply with statutory guidance.
- Proficient in risk management, ensuring policies are well designed, implemented, and regularly reviewed.
- Ability to foster a culture of high expectations, professionalism, and collaboration.

## Personal Qualities:

- High integrity, resilience, and commitment to ethical leadership.
- Reflective practitioner with a growth mindset and willingness to innovate.
- Empathetic and approachable, valuing wellbeing and nurturing relationships.
- Ambitious for all pupils and staff, with a strong commitment to equity and inclusion.
- Proactive in addressing challenges and promoting a positive, safe, and enriching school environment.
- Collaborative leader who empowers others and values diverse contributions.

**Safeguarding:**

- A strong commitment to safeguarding as the highest priority for all staff and pupils.
- Thorough understanding of safeguarding legislation and statutory guidance, including Keeping Children Safe in Education.
- Experience of working with external agencies to support child protection and welfare.
- Ability to oversee and maintain effective safeguarding policies, processes, and systems within the school.
- Promotes a culture where all colleagues understand and fulfil their safeguarding responsibilities.
- Ensures compliance with health and safety requirements and promotes a safe learning environment.

