# Wateringbury CE Primary School

# Person Specification: Deputy Head Teacher

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| **Factor** | **Essential** | **Desirable** |
| **1. SKILLS, KNOWLEDGE & APTITUDES** | * An outstanding classroom practitioner * A thorough understanding of the 4-11 primary curriculum * Good communication skills * An ability to relate well to children, staff, parents and others * A good understanding of the principles of school improvement * A sound knowledge of assessment, recording and reporting procedures |  |
| **2. QUALIFICATIONS & TRAINING** | * QTS qualification (Primary) * Evidence of on-going professional development particularly in leadership (e.g. NPQSL) * Good ICT skills | * Appropriate and relevant leadership training * Experience of mentoring students/ coaching staff * Interest in NPQH |
| **3. EXPERIENCE** | * Senior leadership experience * Middle management experience e.g. subject leader/year group or phase leader including effective line management of staff * Leading whole school initiatives including curriculum development | * Experience in more than one school * NPQSL |
| **4. PROFESSIONAL CONDUCT** | * A flexibility of approach to a variety of issues * Willingness and ability to listen and inspire confidence in colleagues * Ability to motivate and support colleagues |  |
| **5. VALUES & ETHOS** | * A desire to promote the aims and values of a Church of England school * A belief that every child has potential and promise to succeed and progress | * Leading thought- provoking and engaging Collective Worship |