# 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
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| **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
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| **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
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| **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
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| **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
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