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| **HARCOURT PRIMARY SCHOOL****DEPUTY HEADTEACHER PERSONAL SPECIFICATION** |
| **ESSENTIAL** | **DESIRABLE** |
| **Professional Qualifications*** Qualified Teacher Status
* Honours Degree or equivalent
* Successful completion of courses such as NPQSL, NPQML, Leadership Pathways or Leading from the Middle
* Evidence of sustained and relevant professional development.
 | * Willingness to complete the National Professional Qualification for Headship
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| **Professional Experience*** Teaching experience in more than one Key Stage
* Successful recent leadership of a significant subject /area including responsibility for raising standards across the whole school
* Good first-hand experience of school improvement planning
* A proven track record of teaching/leading EYFS/KS1
* Current knowledge and experience of effective assessment practice and pupil tracking systems
* Experience of successfully working with colleagues to improve teaching and learning
* Experience of effectively supporting children with significant barriers to learning to achieve within the context of a mainstream classroom.
 | * Experience of teaching in more than one school setting
* Experience of leading mathematics across the whole school
* Designated Safeguarding Lead training
* Recent leadership and management experience such as Phase Leader, Key Stage Leader or Assistant Head Teacher
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| **Professional Knowledge and Understanding*** A proven track record as an excellent classroom practitioner with evidence of sustained good pupil progress
* Experience of implementing strategies to raise standards of teaching in response to data analysis
* Demonstrate a passion for teaching and learning
* In-depth knowledge of curriculum development and pedagogy
* Sound grasp of assessment, recording and reporting
* Ability to maintain high standards of behaviour, attendance and conduct whilst ensuring an ethos of challenge and support of children and parents in order to achieve success.
* Able to access, analyse and interpret relevant data and communicate this effectively to staff and other stakeholders
* A sound understanding of recent developments in education practice, assessment, appraisal and OFSTED inspections
* An up to date knowledge of child protection procedures and commitment to safeguarding pupils.
 | * An excellent understanding of the EYFS Framework and Key Stage One Curriculum
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| **Leadership and Management*** Ability to lead, motivate and inspire staff and pupils to achieve their full potential
* An ability to lead and manage change whilst sustaining the school’s good practice
* Effective time management skills
* Has a sensitive yet rigorous approach to mentoring, coaching and supporting the improvement of teaching
* Is able to evidence improving the teaching of others
* Demonstrates professional integrity and respect
* Is able to delegate, support and motivate others to achieve specific targets
* Has high expectations of attainment and behaviour.
 | * Has experience of staff appraisal and a commitment to Performance Management
* Experience of working with Governors
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| **Skills and Attributes*** Leads by example
* Is an excellent classroom practitioner with evidence of sustained good pupil progress
* Is ambitious for the school, for the staff and for every child
* Has vision, passion and enthusiasm for learning
* Evidence of being able to build and sustain effective working relationships with staff, Governors, parents/carers and the wider community
* Using excellent oral and written communication skills tailored to the needs of the audience, including excellent listening skills
* An honest and open approach to working with staff in order to foster mutual trust and respect
* Excellent people skills that demonstrate enthusiasm and sensitivity while working with others, even in the most challenging of circumstances
* A positive outlook and the ability to manage stressful situations sensitively
* Good IT skills
* An innovative thinker and open to new ideas.
* Can identify and organise priorities
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