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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 |
| **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 |
| **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 |
| **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 |
| **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 |  |