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| **Deputy Headteacher**  **PERSON SPECIFICATION Attribute** | **Source of Evidence** | **Requirement** |
| **Qualifications** | | |
| A teaching qualification  Degree or equivalent  Leadership/Post graduate qualification | A  A  A | E  E  D |
| **Experience** | | |
| A variety of teaching experience across the Primary age range  Recent leadership and management experience in a primary school  Involvement in curriculum development within a school  Responsibility for developing, monitoring and evaluating an aspect of school provision  Managing people and resources including line management  Working successfully in partnership with parents and the wider community. | A,I,R  A,I,R  A,I  A,I  A,I  A, I | E  E  E  E  E  E |
| **Knowledge** | | |
| Current education issues and developments  National Curriculum, national strategies and assessment  Implications of equal opportunities and inclusion issues  Strategies for improving the quality of teaching and learning  Knowledge of school improvement and raising standards of achievement  Understanding of appropriate strategies for managing pupils’ behaviour. | A,I  A,I  I  A,I  A,I  A,I | E  E  E  E  E  E |
| **Skills and Abilities** |  |  |
| A highly motivated, energetic and enthusiastic team leader who is approachable and promotes positive relationships  Proactive solution focused approach  A proven track record as an excellent, creative teacher who motivates children  Effective administrative and organisational skills  Ability to communicate orally and in writing to a wide range of audiences    Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care    Working knowledge of ICT for teaching and administrative purposes  Ability to cope with the pressures of a demanding management position | A,I,R  A,I,R  A, I  A,I  A,I  A,I  A,I,R  A,I,R | E  E  E  E  E  E  E  E |
| **Other** |  |  |
| Commitment to providing an effective learning environment appropriate to the need and abilities of all pupils  Commitment to the development and maintenance of positive partnerships between the school, parents and the community  Recent participation in professional development activities and willingness to undertake other training including for CEPQH/NPQH. | A,I  A,I  A | E  E  E |

A= Application form/Cover letter/CV

I= Interview questions

R=Reference