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| **Deputy Headteacher****PERSON SPECIFICATION Attribute**  | **Source of Evidence**  | **Requirement**  |
| **Qualifications**  |
| A teaching qualification Degree or equivalentLeadership/Post graduate qualification | AAA | EED |
| **Experience** |
| A variety of teaching experience across the Primary age rangeRecent 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,RA,I,RA,IA,IA,IA, I | EEEEEE |
| **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,IA,IIA,IA,IA,I | EEEEEE |
| **Skills and Abilities**  |  |  |
| A highly motivated, energetic and enthusiastic team leader who is approachable and promotes positive relationships Proactive solution focused approachA 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,RA,I,RA, IA,IA,IA,IA,I,RA,I,R | EEEEEEEE |
| **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,IA,IA | EEE |

A= Application form/Cover letter/CV

I= Interview questions

R=Reference