

**Person Specification – Deputy Head Teacher**

The Primary First Trust, Governing Body, parents and children of Lessness Heath Primary School are seeking to appoint a new Deputy Head Teacher.

The successful applicant will be forward thinking, highly motivated and inspirational for both staff and children alike. They will have experience of successful leadership at a number of levels. They will be enthusiastic, dynamic and resourceful in their approach to assisting the development of the school and its staff. They will demonstrate a commitment to, and a genuine interest in, the pastoral and educational welfare of the school.

**It is expected that the successful candidate will satisfy the following specification:**

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| **Specification** | **Essential** | **Desirable** |
| Qualifications  and Experience | * Either already a Deputy Headteacher/Assistant Headteacher; or      * Evidence of recent and successful middle or senior leadership in a Primary school * Educated to degree level * Qualified Teacher Status with evidence of excellent classroom practice * Relevant, recent professional development * Experience of working across the EYFS, Key Stage 1 or 2 in the state sector |  |
| Leadership | * Evidence of providing inspiration and strong leadership to teaching staff * Evidence of leading by example in order to promote the school’s vision and values for the pupils, staff, governors and parents of the school * Commitment to, and understanding of, equal opportunities across all aspects of the school * Demonstrated ability to co-ordinate and lead on different curriculum areas. * Knowledge of best practice and procedures for safeguarding children and young people |  |
| Teaching and Learning | * Sound understanding of how children learn and of how effective teaching methods can drive school improvement * Evidence of assessing, monitoring and evaluating the quality of teaching standards and the delivery of the curriculum across the primary phase * Evidence of using data, benchmarks and feedback to monitor progress in children’s learning * Confident in the use of ICT to raise educational standards      * Working knowledge of SEND, intervention and inclusion provision |  |
| Monitoring and Evaluation | * Evidence of the ability to monitor and evaluate pupil standards and achievements against targets and to use this information to improve the quality of teaching and learning * Ability to effectively identify pupil needs and target intervention appropriately * Ability to provide Headteacher and Senior Leadership Team with relevant provision and pupil performance information * Ability to ensure records and systems for monitoring progress are effective. |  |
| Staff Management and Development | * Proven track record of staff management with the ability to build and motivate a strong team and enable:   a) all staff to carry out their respective roles to the highest standard;  b) the teaching staff to work effectively together to deliver school improvement   * Experience of managing and developing teaching staff * Experience of carrying out staff performance management appraisals      * Experience of staff recruitment * Ability to lead continuing professional development for all staff |  |
| Community | * Assisting in the creation and implementation of an effective parent involvement strategy that will ensure parents are: * involved with the school and have confidence in the school and its leadership; * well informed about the curriculum and pupil attainment and progress; * clear about the contribution that they can make to achieving the school’s targets for improvement * Understanding of the importance of values development within the broader curriculum and the ethos of an inclusive school. |  |
| Personal Attributes | * Excellent communication and interpersonal skills * Adaptable to changing circumstances and new ideas * Approachable and enjoys being highly visible to staff, children and parents      * Energetic, adaptable, enthusiastic and reliable with personal impact and presence * Self-motivated with a high level of organisational skills and the ability to prioritise workload effectively * Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement * Passionate about delivering high quality education to children and their families * Values diversity and the unique place and contribution every individual makes to the learning community * Demonstrates professionalism, loyalty and integrity with humour and humility * Demonstrates a commitment to safeguarding and ensuring the welfare and wellbeing of all pupils in the school |  |
| The Primary First Trust and the Governing Body will be using the following assessment tools in the appointment process:   * Application form * Interview * Assessment activities (including teaching) * Reference checks | | |