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| **Post title:****School:****Pay range:****Line manager:** | Deputy HeadteacherClaremont Primary School£50026 - £55202Headteacher |

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**Qualifications**

1. Qualified teacher status or recognised equivalent
2. Recognised degree
3. Evidence of continuing professional development

### Experience – show evidence of

1. Recent experience of working successfully as a senior leader in a primary school.
2. Significant whole school responsibilities and experience.
3. Leadership and management of staff, including appraisals.
4. Being responsible for raising standards across the whole school.
5. High expectations of achievement and conduct from pupils and staff.
6. Leading curriculum development.
7. Monitoring of performance to raise pupil achievement.
8. Creating and maintaining an effective partnership with parents.

**Professional Knowledge**

1. A clear understanding of the essential qualities necessary for outstanding teaching and learning.
2. A clear understanding of the primary curriculum and assessment.
3. Up to date knowledge of statutory regulations and guidance relating to the post.
4. Up to date knowledge of Safeguarding.

**Professional skills**

Can demonstrate the ability to:

1. Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement.
2. Develop and review whole school systems to ensure robust evaluation of school performance and actions to secure improvements.
3. Lead and manage a school team/s to successfully achieve agreed goals.
4. Be an effective team player that works collaboratively and effectively with others.
5. Develop and deliver effective and inspirational professional development for staff and ITT students both from Claremont and other schools
6. Communicate effectively to a wide range of different audiences, including governors (verbal, written, using ICT as appropriate).
7. Demonstrate outstanding teaching strategies.
8. Support, motivate and inspire both colleagues and pupils by leading through example.
9. Contribute effectively to the work of the headteacher and senior leadership team.
10. Deal successfully with situations that may include tackling difficult situations and conflict resolution.
11. Work successfully with a range of external agencies.
12. Think and plan strategically and innovatively
13. Able to investigate, solve problems and make decisions
14. Effective time management skills and ability to prioritise
15. Able to set and achieve own professional objectives

### Commitment

Demonstrate a commitment to:

1. equalities
2. promoting the school’s vision and ethos
3. high quality, stimulating learning environment
4. relating positively to and showing respect for all members of the school and wider community
5. ongoing relevant professional self-development
6. safeguarding and child protection

**Personal Qualities**

1. Reliable
2. Well organised
3. Able to maintain a positive attitude
4. Approachable
5. Flexible
6. Influencer
7. Ambitious
8. Loyal
9. Team player
10. Sense of humour

N.B. Candidates who apply for this post will be asked to write a personal statement to show how they meet the selected criteria and how their examples demonstrate impact.