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| **CAGE GREEN PRIMARY SCHOOL** |

**PERSON SPECIFICATION: DEPUTY HEADTEACHER**

**Qualifications:**

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| **Essential** | **Desirable** |
| * Degree
* QTS
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**Experience:**

**Leadership/Teaching and Learning.**

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| **Essential** | **Desirable** |
| * Teaching experience in the primary age range
* An outstanding practitioner, with a clear understanding of what being an outstanding practitioner entails.
* A proven track record of high expectations
* Experience of analysing pupil performance information to identify trends to inform and improve teaching and learning.
* Proven, successful experience of developing, implementing and evaluating strategies for raising standards and improving outcomes for all children.
* Proven, successful experience of developing a consistently high quality of teaching and learning through rigorous assessment, monitoring, evaluation and feedback.
* Proven experience of developing a curriculum that responds to changing demands that provides appropriate challenge and inclusion for all children.
* Proven experience of building mutually beneficial and supportive relationships with other schools, agencies and groups to enhance opportunities and outcomes for children and staff.
* Ability to innovate, find creative solutions and communicate and implement clear and strategic educational vision and direction, in consultation with stakeholders, leading by example.
* Ability to create and develop a stimulating environment which promotes good behaviour and independent learning, and celebrates success.
* Knowledge of the current major curriculum issues and recent educational developments and legislative changes, together with their significance to the leadership of a primary school.
* Ability to formulate objectives, policies and plans and monitor, evaluate and review the impact of these.
 | * Teaching experience across more than one Key Stage
* Experience as an Assistant Headteacher of a school with the primary age range.
* Ability to accurately evaluate the performance of the school and plan effectively for school improvement.
* Experience of successful financial planning and budget and resource management.
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**Leadership and Management**

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| **Essential** | **Desirable** |
| * Recent experience of working successfully as a senior leader in a primary school.
* A commitment to working in collaboration with other Trust school teams.
* A proven track record of success in team work, distributed leadership, staff development, coaching, recruitment and retention.
* The ability to use performance management and line management to secure accountability and improve performance.
* Ability and willingness to challenge underperformance thereby improving outcomes for pupils.
* Ability to set and achieve challenging targets.
* Success in implementing change to staffing structures.
* Success in improving attendance and punctuality.
 | * An understanding of working within a supportive Multi-Academy Trust structure
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**Other skills, abilities and qualities.**

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| **Essential** | **Desirable** |
| * Commitment to children’s wellbeing and learning being at the centre of all key decision-making.
* Effective personal management style, balancing clear leadership with good humour and warmth and a positive, problem solving outlook.
* Excellent interpersonal, communication and presentation skills, both oral and written.
* Experience of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of children.
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