PERSON SPECIFICATION

DEPUTY HEAD TEACHER

Mayplace Primary School

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

The successful applicant will be forward thinking, highly motivated and inspirational and will have experience of successful leadership at a number of levels. They will be enthusiastic, dynamic and resourceful in their approach, demonstrating a commitment to providing the highest standard of education, through a vibrant, adventurous and practical curriculum.

**QUALIFICATIONS AND EXPERIENCE**

* Either already a Deputy Head Teacher/Assistant Head Teacher, or evidence of recent and successful senior leadership in a primary school
* Qualified Teacher Status with evidence of excellent classroom practice
* Relevant, recent professional development
* Experience of working across the EYFS, Key Stage One and Two in the state sector

**LEADERSHIP**

* Evidence of providing inspiration and strong leadership
* 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 development
* Evidence of assessing, monitoring and evaluating the quality of education and the delivery of the curriculum across the primary phase
* Evidence of using data from a variety of sources in order to monitor progress in children’s learning
* Confident in the innovative use of technology to enhance the quality of education
* Working knowledge of SEND, intervention and inclusion provision

**MONITORING AND EVALUATION**

* Evidence of the ability to monitor and evaluate the quality of education and identify strengths and next steps
* Ability to effectively identify pupil needs and target intervention appropriately
* Ability to provide Head Teacher, Senior Leadership Team and Governors with 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, which empowers:

a) all staff to carry out their respective roles to the highest standard;

b) all staff to work effectively together to ensure continuous school development.

* Experience of managing and developing teaching and support staff
* Experience of leading staff performance management appraisals
* Experience of safer recruitment processes
* Ability to lead continuing professional development for all staff

**COMMUNITY**

Assisting in the implementation of an effective parent engagement strategy that will ensure parents are:

* well informed about the curriculum and pupil attainment and progress;
* clear about the contribution that they can make to supporting their children’s education;
* understanding and supporting the values and ethos of an inclusive school.

**PERSONAL ATTRIBUTES**

* Excellent communication and interpersonal skills
* Welcomes and embraces innovation
* 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
* Able to think creatively, solve problems and make decisions based on sound judgement
* Passionate about delivering high quality education
* Values diversity and the unique place and contribution every individual makes to the learning community
* Demonstrates professionalism, loyalty and integrity
* 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.