

Person Specification – Deputy Headteacher, The Gordon Children’s Academy

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ➤ Degree ➤ QTS 	
Professional Experience	<ul style="list-style-type: none"> ➤ Extensive experience 	<ul style="list-style-type: none"> ➤ Successful teaching experience in more than one school ➤ NPQML / NPQSL
Leadership & Management	<ul style="list-style-type: none"> ➤ Middle management experience, including direct line management of staff ➤ Able to demonstrate leadership qualities and people management skills ➤ Can articulate the need for systematic school review ➤ Can articulate principles of effective strategic planning ➤ Experience and commitment to implementing and leading change ➤ Articulates a whole-school view when describing change ➤ Experience of delegating, supporting and monitoring work of others ➤ Effective curriculum management and the ability to make accurate judgements on the quality of teaching and pupils’ work ➤ Ability to analyse, prioritise and meet deadlines 	<ul style="list-style-type: none"> ➤ Experience of leading safeguarding ➤ Proven ability at interpreting summative data ➤ Proven success at coaching ➤ Experienced with delivering Performance Management ➤ Experience at senior management level
Learning & Teaching	<ul style="list-style-type: none"> ➤ Experience of whole-school curriculum management leading to school improvement ➤ An understanding of recent developments in thinking and learning ➤ Proven track record of improving standards and outcomes across the whole school ➤ A consistent exemplar of outstanding classroom practice ➤ Commitment to high academic and behavioural standards ➤ Can articulate and demonstrate effective primary practice ➤ Enjoys analysing practice from first principles ➤ Up-to-date knowledge of the new National Curriculum ➤ Can articulate effective assessment practice from first principles 	
Interpersonal Skills	<ul style="list-style-type: none"> ➤ Commitment to working as part of a team, encouraging others to lead as appropriate ➤ Effective communication skills 	<ul style="list-style-type: none"> ➤ Experience of, and commitment to, distributive leadership

	<ul style="list-style-type: none"> ➤ Can explain ideas with clarity, energy and conviction ➤ Ability to tackle difficult issues tactfully for positive resolution ➤ Flexible ➤ Well-developed organisational skills ➤ Understanding of own personal strengths and weaknesses ➤ Recognises when to ask for support ➤ Confidentiality and loyalty ➤ Ability to speak frankly but sensitively ➤ Self-motivated and shows initiative 	<ul style="list-style-type: none"> ➤ Understanding of emotional intelligence
CPD	<ul style="list-style-type: none"> ➤ Evidence of recent professional development 	
Community Involvement	<ul style="list-style-type: none"> ➤ Positive commitment to working constructively with Governing Body ➤ Commitment to active parental involvement ➤ Commitment to working with feeder schools 	<ul style="list-style-type: none"> ➤ Involvement in extra-curricular activities
Other requirements	<ul style="list-style-type: none"> ➤ Commitment to the safeguarding and promoting the welfare of children and young people 	