**Person Specification for the role of Deputy Headteacher at Dame Janet Primary Academy**

**The successful candidate will demonstrate the following:**

**Professional Qualifications**

* Qualified Teacher Status.
* Degree.
* Evidence of further and continued professional development.

**Experience**

* Substantial and successful primary teaching experience as a class teacher.
* Successful leadership and management of a core subject or phase particularly in EYFS and/or KS1.
* Leadership experience at middle or senior level.
* Experience of impacting on standards and pupil progress in a key area or phase.
* Experience of contributing to policy and decision making.
* Experience of taking responsibility and accountability for key areas of a school.
* Experience of planning and delivering high quality in-service training.

**Disposition**

* Personal and intellectual qualities that set an example to others.
* An ability to work independently from own pro-active initiative.
* Decision making in challenging circumstances.
* A commitment to excellence.
* Energy and enthusiasm.
* An engaging, approachable personality and a keen sense of humour.
* A willingness to challenge and support colleagues.

**Knowledge, Skills and Abilities**

* Excellent knowledge of the primary curriculum and its assessment systems.
* Excellent understanding of the teaching and learning process.
* An ability to develop excellent relationships with all members of the school community.
* A good understanding of teamwork and how it contributes to school improvement.
* A co-operative and collaborative mind-set.
* An ability to motivate a large and diverse team.
* Excellent written and verbal communication skills.
* An ability to develop and maintain high levels of achievement and behaviour in all children.
* An understanding of and commitment to equal opportunities.
* Knowledge, understanding and experience of SEN and inclusion policy and practice.
* Thorough knowledge of current educational issues.
* Excellent analytical and evaluative skills.
* An ability to summarise and articulate complex information to a wide audience.