**PERSON SPECIFICATION**

**Deputy Head Teacher**

**Lessness Heath Primary School**

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

The successful applicant will be forward thinking, highly motivated and inspirational for both staff and children alike. They will have experience of successful leadership at a number of levels. They will be enthusiastic, dynamic and resourceful in their approach to assisting the development of the school and its staff. They will demonstrate a commitment to, and a genuine interest in, the pastoral and educational welfare of the school.

**QUALIFICATIONS AND EXPERIENCE**

* Either already a Deputy Headteacher/Assistant Headteacher; or
* Evidence of recent and successful middle or senior leadership in a Primary school
* Educated to degree level
* Qualified Teacher Status with evidence of excellent classroom practice
* Relevant, recent professional development
* Experience of working across the EYFS, Key Stage 1 or 2 in the state sector

**LEADERSHIP**

* Evidence of providing inspiration and strong leadership to teaching staff
* 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 improvement
* Evidence of assessing, monitoring and evaluating the quality of teaching standards and the delivery of the curriculum across the primary phase
* Evidence of using data, benchmarks and feedback to monitor progress in children’s learning
* Confident in the use of ICT to raise educational standards
* Working knowledge of SEND, intervention and inclusion provision

**MONITORING AND EVALUATION**

* Evidence of the ability to monitor and evaluate pupil standards and achievements against targets and to use this information to improve the quality of teaching and learning
* Ability to effectively identify pupil needs and target intervention appropriately
* Ability to provide Headteacher and Senior Leadership Team with relevant provision and 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 and enable:

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

b) the teaching staff to work effectively together to deliver school improvement

* Experience of managing and developing teaching staff
* Experience of carrying out staff performance management appraisals
* Experience of staff recruitment
* Ability to lead continuing professional development for all staff

**COMMUNITY**

* Assisting in the creation and implementation of an effective parent involvement strategy that will ensure parents are:
* involved with the school and have confidence in the school and its leadership;
* well informed about the curriculum and pupil attainment and progress;
* clear about the contribution that they can make to achieving the school’s targets for improvement
* Understanding of the importance of values development within the broader curriculum and the ethos of an inclusive school.

**PERSONAL ATTRIBUTES**

* Excellent communication and interpersonal skills
* Adaptable to changing circumstances and new ideas
* 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
* Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement
* Passionate about delivering high quality education to children and their families
* Values diversity and the unique place and contribution every individual makes to the learning community
* Demonstrates professionalism, loyalty and integrity with humour and humility
* 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