**Deputy Headteacher Person Specification**

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| Category | Essential | Desirable |
| Qualifications and Professional Development | * Qualified Teacher Status * Evidence of CPD relating to school leadership and curriculum/teaching and learning. * Knowledge of own strengths and areas for development in leadership | * Leadership related CPD * Safeguarding experience * Experience of co-ordinating and running CPD |
| Experience | * Successful leadership of leading whole school areas of development * Significant class experience across the primary phase and including EYFS | * Leadership of core curriculum areas * Leadership through SIAMs/ Ofsted * Experience of teaching in church school |
| Skills, Qualities and Abilities | * Strong commitment to the ethos and values of the school * High expectations * Trustworthy * Commitment * Empathy * Kindness * Approachability * Team player * Strong moral purpose * A moral friend for Headteacher | * Ability to act with integrity and calmness * Dedicated to personal development for themselves and all staff * Strong ICT skills |
| Strategic Leadership | * Ability to share and articulate a vision of primary education in line with the school mission. * Ability to engage and inform stakeholders of the school aims * Evidence of successful strategies for planning, implementing, monitoring and evaluating whole school improvement * Ability to analyse data and develop strategic plans to raise standards * Understanding and commitment to safeguarding and welfare or the school community | * Knowledge of the role of the governing body * Evidence of success at translating vision into reality for whole school development * Knowledge of inspection frameworks and school improvement |
| Teaching and Learning | * Secure knowledge of the National Curriculum expectations and EYFS framework * Knowledge of current research in line with teaching and learning strategies * A forward thinking knowledge of assessment and monitoring * Experience of mentoring and coaching to improve teaching and learning | * Knowledge of comparative judgement assessment * Experience of national tests and 11+ * Whole school curriculum leadership * Experience of creating effective and engaging learning environments |
| Leading and Managing Staff | * Experience of successful team leadership * Ability to delegate and support other staff to undertake leadership * Understanding of budget planning and resource deployment * Line Management | * Experience of working with governors * Experience of staff recruitment/ induction |
| Accountability | * Ability to communicate effectively to a range of audiences. * Experience of whole school SIP and SEF processes * Experience of offering challenge and support to improve whole school/ individual performance | * Experience of writing report updates for LA and GB * Experience of Performance Management processes, including capability * Experience of SIAMs inspection |
| Safeguarding | * Knowledge and experience of safeguarding * Level 3 training | * DSL experience * CPOMs knowledge |