**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
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| 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
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| 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
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| 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
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| 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
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| 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

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| 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
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| Safeguarding | * Knowledge and experience of safeguarding
* Level 3 training
 | * DSL experience
* CPOMs knowledge
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