Deputy Headteacher Person Specification

The criteria below will form the basis for the shortlisting and interview process, and candidates are requested to respond accordingly.

Qualifications and Experience	Essential (E) Desirable (D)	A- Application I – Interview & Presentation T –Task R - Reference
1. Graduate level qualification or equivalent	E	A
2. UK Qualified teacher status	E	A
3. Recognised national qualification e.g. NPQSL	D	A
4. Recent experience of working successfully as a senior leader in a school	E	A, I
5. Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice	E	A, I
6. Leadership of a significant area or phase or inclusion including responsibility for raising standards across the whole school	E	A,I
7. A clear understanding of the essential qualities necessary for effective teaching and learning	E	A, I
8. Evidence of involvement in successful whole school curriculum development	E	A, I, T
9. Up to date knowledge of statutory regulations and guidance relating to the post	E	A,I,T

Knowledge, Skills and Abilities Can demonstrate the ability to:	Essential (E) Desirable (D)	A- Application I – Interview & Presentation T –Task R - Reference
1. Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement	E	A, I, T
2. Develop and review whole school systems to ensure robust evaluation of school performance and actions to secure improvements		
3. Lead and manage a school team(s) to successfully achieve agreed goals	E	A, I
4. Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate)	E	A, I, T
5. Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate)	E	A, I
6. Demonstrate high quality teaching strategies	E	A, I, T
7. Support, motivate and inspire both colleagues and pupils by leading through example	E	A, I
8. Be an effective team player, contributing effectively to the work of the Headteacher and senior leadership team	E	A, I
9. Deal successfully with situations that may include tackling difficult situations and conflict resolution	E	A, I
10. Work successfully with a range of external agencies	E	A, I

Personal & Professional qualities	Essential (E) Desirable (D)	A- Application I – Interview & Presentation T –Task R - Reference
1. The ability to inspire, lead, motivate and show confidence in coaching others	E	A, I
2. A genuine enthusiasm for, and commitment to, the development of young people	E	A, I
3. Commitment to ensuring inclusion, addressing the rich social and cultural diversity within the school and surrounding community	E	A, I, R
4. The ability to develop effective working relationships with all external partners	E	A, I
5. The ability to make informed judgements and think clearly under pressure	E	A, I, R
6. Emotional resilience and the ability to reflect on own performance and overcome adversity	E	A, I, R
7. Emotionally intelligent with a positive, calm and solution focused approach	E	A, I, R
8. The ability to deal with difficult situations effectively	E	A, I, T
9. The ability to work independently and as part of a team	E	A, I, R
10. A positive attitude to change	E	A, I
11. A strong personal motivation and drive, loyalty, flexibility and good sense of humour	E	A, I, R
12. Willing to take part in extracurricular activities	E	A, I

Commitment **Demonstrate a commitment to:**	Essential (E) Desirable (D)	A- Application I – Interview & Presentation T –Task R - Reference
1. Equality	E	A, I
2. Promoting the schools vision and values	E	A, I
3. High quality and stimulating environment	E	A, I
4. Relating positively to and showing respect for all members of the school and wider community	E	A, I
5. Ongoing relevant professional self-development	E	A, I
6. Safeguarding and child protection	E	A, I, R, T