

**Personal Specification Deputy Headteacher**

The successful applicant will be highly motivated and inspirational and will have experience of successful leadership. They will be enthusiastic, dynamic and resourceful in their approach, demonstrating a commitment to providing the highest standard of education.

**QUALIFICATIONS AND EXPERIENCE**

* Qualified teacher Status
* Degree
* Relevant recent professional development (EG: NPQ qualifications, ILM coaching)
* Evidence of recent and successful senior leadership in a primary school
* Qualified Teacher Status with evidence of excellent classroom practice
* Understanding of progression through EYFS, Key Stage One and Two in the state sector

**LEADERSHIP**

* Evidence of providing inspiration and strong leadership
* 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**

* In-depth understanding of how children learn and of how effective teaching methods can drive school development
* Knowledge of (and interest in) current educational thinking and research based practice.
* Evidence of assessing, monitoring and evaluating the quality of education and the delivery of the curriculum across the primary phase
* Evidence of using data from a variety of sources in order to monitor progress in children’s learning
* Confident in the innovative use of technology to enhance the quality of education
* Working knowledge of SEND, intervention and inclusion provision

**MONITORING AND EVALUATION**

* Evidence of the ability to monitor and evaluate the quality of education and identify strengths and next steps
* Ability to effectively identify pupil needs and target intervention appropriately
* Ability to provide Head Teacher, Senior Leadership Team and Governors with pupil performance information
* Ability to ensure records and systems for monitoring progress are effective

**STAFF MANAGEMENT AND DEVELOPMENT**

* Experience of managing and developing teaching and support staff
* Experience of leading staff performance management appraisals
* Experience of safer recruitment processes
* Ability to lead continuing professional development for all staff

**COMMUNITY**

Assisting in the implementation of an effective parent engagement strategy that will ensure parents are:

* well informed about the curriculum and pupil attainment and progress;
* clear about the contribution that they can make to supporting their children’s education;
* understanding and supporting the values and ethos of an inclusive school.

**PERSONAL ATTRIBUTES**

* Excellent communication and interpersonal skills
* Welcomes and embraces innovation
* 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
* Able to think creatively, solve problems and make decisions based on sound judgement
* Attention to detail and accuracy
* Passionate about delivering high quality education
* Values diversity and the unique place and contribution every individual makes to the learning community
* Demonstrates professionalism, loyalty and integrity
* Demonstrates a commitment to safeguarding and ensuring the welfare and wellbeing of all pupils in the school