**Person Specification for Deputy Headteacher**

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|  | **Essentials** | **Desirables** |  |
| **Qualifications** | * Qualified teacher status
* Education to degree standard
* Evidence of professional development
* Ready to study for the NPQH
 | * Management qualification or training
 | InterviewApplication form |
| **Experience** | * Leadership experience as Assistant or Deputy Headteacher
* Experience of working with pupils with social, emotional and mental health needs
* Clear evidence of leading a whole school initiative and evidence of impact
* Substantial and successful classroom experience
* Effective teaching and learning strategies
* Experience of managing and mentoring staff
* Involvement in school improvement strategies
* Successful team member in a professional setting
* Ability to organise, prioritise and delegate
* Experience of effective working with a range of stakeholders
* Experience of the performance management cycle
 | * Knowledge of local and national policies/initiatives
* Wide and varied teaching experience
* Good knowledge of the whole curriculum
* Experience in interpreting statistics to support school improvement
* Experience of working with and involving school Governors
* Contribution to and leading some aspects of school self-evaluation
* SEN experience/qualifications
 | InterviewApplication form |
| **Practical Skills** | * Reliability and integrity
* The ability to lead and inspire others
* Excellent classroom practitioner
* Ability to raise standards in literacy and numeracy
* Good communicator with strong interpersonal, written and oral skills
* Assist the headteacher in managing the school budget
* Lead and manage people to work both individually and in teams
* Ability to develop and coordinate the work of others to achieve high performance
* Ability to plan and organise effectively
* Motivate and inspire by setting and following high standards
* Experience of using ICT in a variety of contexts including teaching and learning
* Ability to manage change
 | * Ability to raise school achievement through wider professional input
* Evidence of understanding of strategic management
* Experience of monitoring classroom performance
* Capacity to influence others
* Ability to give, receive and act upon constructive criticism
* Maintain commitment to a clear vision for an effective school
 | InterviewApplication form |
| **Personal Qualities** | * Commitment to the profession showing vision and drive
* Commitment to equality of opportunity for all
* Promotes diversity
* Commitment to ensuring a nurturing environment
* Ability to take responsibility for others’ performance
* Ability to work under pressure, manage time effectively and meet deadlines
* Deal sensitively with people and resolve conflicts
 | * Ability to lead effective meetings with a clear agenda
* Have a personal impact and presence
* Ability to self-manage
* Innovative
* Sense of humour
 | InterviewApplication formReferences |
| **Safeguarding****children** | * Committed to safeguarding and promoting the welfare of children and young people
* Agreement to undergo an enhanced DBS check on appointment
* Knowledge of Child Protection procedures
 | * Knowledge of CPOMS
 | InterviewApplication formReferences |