**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 | Interview  Application 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 | Interview  Application 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 | Interview  Application 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 | Interview  Application form  References |
| **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 | Interview  Application form  References |