



Deputy Headteacher personal specification

We seek to recruit talented individuals who not only help to build the success of our school but also are people who are engaging and passionate about everything they do. The personal specification is related to the requirements of the post as determined by the job description:

Essential	Desirable
<p>Professional Qualifications</p> <p>Qualified Teacher Status</p> <p>Honours Degree or equivalent</p> <p>Successful completion of relevant training or courses such as NPQSL, NPQML, Leadership Pathways or Leading from the Middle</p> <p>Evidence of sustained and relevant professional development.</p>	
<p>Experience</p> <p>Have teaching experience in more than one school and more than one Key Stage</p> <p>Experience of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of young people</p> <p>Can demonstrate impact of leadership at whole school level</p> <p>Experience of using performance management processes successfully to contribute to school improvement</p> <p>Current knowledge and experience of effective assessment practice and pupil tracking systems</p> <p>Experience of successfully working with colleagues to improve teaching and learning</p> <p>Experience of effectively supporting children with SEND to achieve within the context of a mainstream classroom</p> <p>Experience of monitoring the quality and consistency of teaching and learning throughout the school, identifying best practice and areas for development</p>	<p>Experience of leading change</p> <p>Experience at Assistant Head Level or equivalent</p> <p>Involvement in school self-evaluation and development planning</p> <p>Experience as a DSL</p>
<p>Professional Knowledge and Understanding</p> <p>A proven track record as an excellent classroom practitioner with evidence of sustained good pupil progress</p>	<p>Experience of leading staff development in own/ other schools and settings</p>



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<p>Experience of implementing strategies to raise standards of teaching in response to data analysis</p> <p>Demonstrate a passion for teaching and learning</p> <p>In-depth knowledge of curriculum development and pedagogy</p> <p>Sound grasp of assessment, recording and reporting</p> <p>Ability to maintain high standards of behaviour, attendance and conduct whilst ensuring an ethos of challenge and support of children and parents in order to achieve success.</p> <p>Able to access, analyse and interpret relevant data and communicate this effectively to staff and other stakeholders</p> <p>A sound understanding of recent developments in education practice, assessment, appraisal and OFSTED inspections</p> <p>An up-to-date knowledge of child protection procedures and commitment to safeguarding pupils</p>	
<p>Leadership and Management</p> <p>Ability to lead, motivate and inspire staff and pupils to achieve their full potential</p> <p>An ability to lead and manage change whilst sustaining the school's good practice</p> <p>Effective time management skills</p> <p>Has a sensitive yet rigorous approach to mentoring, coaching and supporting the improvement of teaching</p> <p>Ability to evidence improving the teaching of others</p> <p>Demonstrates professional integrity and respect</p> <p>An ability to delegate, support and motivate others to achieve specific targets</p> <p>Has high expectations of attainment and behaviour.</p>	<p>Experience of leading staff development in own/ other schools and settings</p> <p>Experience of working with a range of agencies</p>
<p>Attributes</p> <p>An honest and open approach to working with staff in order to foster mutual trust and respect</p>	



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Excellent people skills that demonstrate enthusiasm and sensitivity while working with others, even in the most challenging of circumstances

A positive outlook and the ability to manage stressful situations sensitively

An innovative thinker and open to new ideas

Solution focused

Empathetic

Resilient

Calm under pressure

Retain a sense of proportion and good humour

Ability to plan and prioritise

Self-reflective and innovative