



Aldermoor Farm Primary School

Deputy Headteacher Person Specification

Introduction

By far the most important quality that you will need is the ability to contribute to the positive ethos and vision of the school. Your personality and ability will be major determining factors. However, in order to meet the high standards expected of a leading professional in our school, the governing body is seeking to employ a person with the following qualities, experience, skills and abilities.

Aspects	Attributes	Essential	Desirable
Training, qualifications and general experience	Qualified Teacher Status	*	
	Degree		*
	Experience of leadership at senior manager level		*
	Experience of working in more than one school or learning environment.		*
	A record of continuous professional development that includes training in leadership and management.		*
	Experience of supporting training and helping to co-ordinate the professional development of colleagues.	*	
	Recent participation in a range of relevant in-service training	*	
Professional knowledge, understanding and experience	A record of excellent primary classroom practice	*	
	A clear understanding of the role of a Deputy Headteacher	*	
	An understanding of leadership in a school in an area of social, economic and ethnic diversity		*
	Have a good understanding of what contributes successful learning and the ability to promote the most effective teaching strategies to bring this about.	*	
	To have a good understanding of how assessment strategies are used to inform learning in order to help pupils make progress	*	
	To have a good knowledge and understanding of what constitutes an effective school and have the necessary skills of leadership and management to help create such a school.	*	
	To provide evidence of good management, which incorporates detailed planning, successful implementation and effective monitoring and evaluation of strategies		*
	A knowledge of national policies, priorities and statutory frameworks	*	

Aspects	Attributes	Essential	Desirable
Professional and personal skills and abilities	Ability to maintain a positive and inclusive school ethos	*	
	Motivation and enthusiasm	*	
	The communication skills needed to provide clear and accurate information and well – informed advice	*	
	Ability to empathise with children across the age range and to be firm, fair and consistent	*	
	Confidence and stamina	*	
	The ability to relate positively to the Head-teacher, pupils, colleagues, parents, governors and others who contribute to the work of the school	*	
	Ability to be positive about challenge and change	*	
Professional philosophy and commitment	Commitment to providing equal opportunities and meeting the educational, social and emotional need of all pupils	*	
	Commitment to publicising the development and achievements of the school	*	
	Commitment to developing out of hours learning opportunities for children	*	
	Experience of managing an aspect of the delegated budget and the principles of best value		*
	To have high expectations of pupils' learning, attainment and behaviour and of one's own professional abilities and those of colleagues	*	
Personal Qualities	Excellent inter-personal skills	*	
	Sensitivity to the needs of others and able to recognise and alleviate stress in others and oneself		*
	Calmness under pressure	*	
	Sense of humour and the ability to make people smile and feel good about themselves	*	
	The ability to be reflective and self-critical		*
	Good health record and consistent attendance	*	