



## DEPUTY HEAD TEACHER - PERSON SPECIFICATION

### Introduction

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.

### Qualifications

- Qualified Teacher status

### Experience

- Evidence of leadership and whole school impact over an extensive period of time. (Evidence of experience of working in more than one school or learning environment would be welcomed)

### Professional Development

- A record of continuous professional development that includes training in leadership.
- Experience of supporting training and helping to co-ordinate the professional development of colleagues.

### Leadership and management

- To have a vision of the overall aims and direction of a successful school and be able to communicate these in order to inspire and motivate others.
- To provide evidence of good leadership, which incorporates detailed planning, successful implementation and effective monitoring and evaluation of strategies.
- 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.
- Have the ability to access and analyse relevant data and to use this information to set priorities and determine school action.
- Some knowledge of the statutory requirements and other relevant legislation relating to school leadership and management.
- To know how and when to consult with and engage the support of 'external agencies' such as the services provided by the Local Authority.
- An ability to assist in the management of a school budget effectively matching resources to school needs and priorities.
- Take an active leadership role in safeguarding children and young people.
- The ability to help create and maintain a school site that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils.

## **Learning and Teaching**

- Have a strong understanding of what contributes successful learning and the ability to promote the most effective teaching strategies to bring this about.
- Be at the forefront of teaching innovation, and with support embed this across the school
- To have a good understanding of how assessment strategies are used to inform learning in order to help pupils make progress
- A clear understanding of what constitutes a broad and balanced curriculum that meets statutory requirements and which is sufficiently well differentiated and resourced to meet the needs of all pupils.

## **Additional skills and abilities**

- Having an approachable, personable manner
- Stay calm in the face of a challenging situation.
- Is willing to be bendy!
- Ever enthusiastic and energetic
- An outward facing approach- developing and growing Stoke Heath community at all times.
- Sense of humour
- The ability to build positive relationships with the headteacher, pupils, colleagues, parents, governors and others who contribute to the work of the school.
- The communication skills needed to provide clear and accurate information and well – informed advice.
- The ability to organise and manage work effectively i.e. being able to prioritise and organise tasks, make decisions, support and delegate when appropriate.
- To have high expectations of pupils' learning, attainment and behaviour and of one's own professional abilities and those of colleagues.

**If you feel you can meet these demanding requirements, then we look forward to hearing from you and welcome your application for this post.**

## **References**

- Excellent and unequivocal.

## **Health and Attendance**

- Good health record and consistent attendance.