

Person Specification Deputy Headteacher

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	- Degree or equivalent - Teaching qualification - Qualified Teacher Status - The National Award for Special Education Needs Coordination (or working towards it)	The National Award for Special Education Needs Coordination (or working towards it)	Application Qualifications
Skills and Abilities	- Outstanding leadership skills - Strategic management, resource management, development planning skills - Ability to interpret, analyse and use data effectively - Well-developed interpersonal and communication skills (including written, oral and presentation) - Ability to develop and maintain good relationships with staff, parents, students, governors and the community - Ability to deal sensitively with people and achieve positive outcomes - Adaptable to changing circumstances and new ideas - Approachable, reliable, has presence and is highly visible to students, parents/carers and the wider community - Values diversity and the unique contribution that every individual makes to the learning community - Tenacity, Resilience and Humility - Belief in every child, - Confident, - Good communicator	Effective ICT skills	Application References Interview

Knowledge and Experience	• Middle Leadership experience within schools/colleges • Proven record of significant management achievement in improving educational quality • Experience of management of Behaviour for Learning • Experience of school level Safeguarding	• Experience of working in at least two secondary schools / colleges • Senior Leadership experience • Curriculum Leadership experience • Experience of teaching Core subject(s)	Application Interview Reference
Core Behaviour	• Excellence - With enthusiasm, you work to deliver a high quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers. • Simplicity - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all. • Trust and Respect -You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect. • Working Together - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve. • Responsibility - You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development and you take responsibility for your actions and decisions. • Leadership - Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential.		Interview
Other Requirements	This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).		