



Believing Achieving Learning for life

Headteacher: **Mrs Lisa Speedy**

DEPUTY HEADTEACHER PERSON SPECIFICATION

	Essential/ Desirable
QUALIFICATIONS	
Qualified Teacher status.	E
Degree or equivalent.	E
Evidence of further professional development.	E
EXPERIENCE	
Successful teaching experience in the primary age range and evidence of having taught in at least two phases, but ideally all three.	E
Substantial knowledge and understanding of learning and teaching at Key Stage 1/2/EYFS.	E
Recent experience of working successfully as a senior leader or middle manager in a school.	E
Leadership of a significant subject area- evidence of impact	E
Experience of raising standards across the whole school and contributing to self evaluation and school improvement.	E
Experience of data analysis.	E
Evidence of using research informed decision making	E
Evidence of an ability to adapt the teaching to ensuring that ALL pupils including those with SEND, can access the curriculum	E
KNOWLEDGE	
A clear understanding of the essential qualities necessary for effective teaching and learning, including being able to demonstrate research informed practice that ensures that children retain learned skills and knowledge	E
The principles of effective assessment for learning.	E
Confident in whole school self-evaluation.	E

Knowledge and understanding of data analysis and the ability to use data to set targets for improvement.	E
Up to date knowledge & understanding of the current national education agenda.	E
Knowledge of current safeguarding child protection procedures.	E
A clear understanding of the 'Connection before Correction' approach to behaviour management, and the 'Unconditional Positive Regard for All' ethos	E
SKILLS AND ABILITIES	
Demonstrate outstanding practice.	E
Analyse data, evaluate pupil progress and plan an appropriate course of action for whole school improvement.	E
Inspire, challenge, motivate and empower others to carry the vision forward.	E
Lead and manage people to work towards common goals, including challenging established practice where appropriate.	E
Ability to investigate, resolve problems and make decisions.	E
Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).	E
Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education.	E
Valuing, expecting and facilitating all children to reach their potential irrespective of social background or learning needs.	E
Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care.	E
Effective administrative and organisational skills and time management and the ability to work under pressure and to tight deadlines.	E
Supportive colleague who is always willing to help, possibly in other areas of the school, if required.	E
Personal Attributes	
Creative, enthusiastic and proactive, keen to embrace new ideas and challenges.	E
Energy and enthusiasm.	E
Confidence and excellent inter-personal skills.	E
Loyalty and confidentiality.	E
Committed to continuing professional development for self and others.	E
A calm, nurturing and caring individual, with the ability to be assertive as required	E