



Person Specification

Deputy Headteacher, Grange Farm Primary School

Criteria		Essential	Desirable	How will this be assessed?
Qualifications and Continuing Professional Development	Qualified Teacher Status	✓		Application
	Evidence of continuous professional development	✓		Application
	NPQ qualifications (or equivalent)		✓	Application
	Evidence of further training and experience in leadership and management	✓		Application
	Commitment to further professional development appropriate to the role	✓		Application, Interview
Safeguarding	Commitment to the protection and safeguarding of children	✓		Application, Interview, Reference
	Willingness and ability to take on the role of Deputy Designated Safeguarding Lead	✓		Application, Interview, Reference
	Appropriate Designated Safeguarding Lead qualification completed (or willingness to complete this training)	✓		Application, Interview
	Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community	✓		Application, Interview
	Experience of a range of positive behaviour policies, strategies and interventions		✓	Application, Interview, Reference
Experience	Proven ability as an excellent classroom practitioner, ensuring good/ outstanding progress and achievement for pupils across the full ability range	✓		Application, Interview, Reference
	Proven record of successful curriculum / subject leadership leading directly to increased standards	✓		Application, Interview, Reference
	Experience of leading and implementing whole school initiatives and managing change	✓		Application, Interview
	Experience of monitoring and evaluating curriculum delivery	✓		Application, Interview
	Experience of leading and/or supporting inclusion strategy in school		✓	Application, Interview
	Direct experience across a range of age groups within primary schools		✓	Application, Interview
	Experience of a range of school settings (either direct or through network approaches)		✓	Application, Interview
Strategic Leadership	Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these	✓		Application, Interview, Reference
	Ability to articulate and share school vision	✓		Application, Interview, Reference
	Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement	✓		Application, Interview, Reference
	Ability to delegate where appropriate and to support others in undertaking responsibilities	✓		Application, Interview, Reference
	Commitment to equal opportunities	✓		Application, Interview, Reference
	Experience of undertaking effective performance management		✓	Application, Interview

	An understanding of financial and resource management		✓	Application, Interview
Teaching and Learning	Clear understanding of what good quality teaching and learning looks like and strategies that develop this	✓		Application, Interview
	Secure understanding of the requirements of the National Curriculum and the Early Years Framework	✓		Application, Interview
	Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils	✓		Application, Interview
	Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	✓		Application, Interview
	Clear understanding of the characteristics of effective behaviour management	✓		Application, Interview
	Experience in identifying and supporting vulnerable groups effectively		✓	Application, Interview
Knowledge and Skills	Ability to communicate effectively, orally and in writing, to a range of audiences, e.g. staff, pupils, governors, parents	✓		Application, Interview
	Knowledge of ways in which links with external agencies can be used to extend learning opportunities for pupils	✓		Application, Interview
	Excellent personal organisational skills	✓		Application, Interview, Reference
	Ability to prioritise workload and work to specific deadlines	✓		Application, Interview, Reference
	Ability to use data management systems		✓	Application, Interview
Personal Attributes	Understanding of, and commitment to, nurture and inclusion and their impact on learning	✓		Application, Interview, Reference
	High expectations for all pupils	✓		Application, Interview, Reference
	Ability to inspire, challenge, motivate a empower others	✓		Application, Interview, Reference
	Belief in and ability to foster a fair, open and supportive culture	✓		Application, Interview, Reference
	Self-motivation and a commitment to continued professional development	✓		Application, Interview, Reference
	A “can do” attitude and an ability to solve issues as and when they arise	✓		Application, Interview, Reference
	Experience of working with other stakeholders and members of the community (e.g. PTA, external professionals, inspectors)		✓	Application, Interview