



Person Specification
Deputy Head Teacher

	ESSENTIAL	DESIRABLE	A= Application Form I = Interview
INITIAL QUALIFICATIONS	Qualified Teacher Status		A
FURTHER QUALIFICATIONS/PROFESSIONAL DEVELOPMENT	Recent relevant in-service training in current educational practice, including leadership and management	Degree/post graduate study	A
		NPQ	A
EXPERIENCE	Professional development in preparation for a leadership role	Experience of working with children who have English as an additional language Experience in more than one school.	A
	Recent, relevant in-service training – particularly in relation to inclusion and safeguarding		A
	Successful and varied teaching experience across the primary age range		A/I
	Successful leadership and management experience in a school with proven successful impact		A/I
	Proven experience of leading an initiative that had measurable impact on pupils learning		A/I

	<p>A proven track record in improving the quality of teaching</p> <p>Teaching experience across all key stages including end of key stage assessments</p> <p>Involvement in school self evaluation and improvement planning</p> <p>Line management experience Experience of contributing to staff development</p> <p>Experience of community engagement</p> <p>Evidence showing an interest in pupils with special needs</p> <p>Experience of working with pupils with special needs and other key groups of pupils (e.g. EAL, Gifted and Talented, Looked After or those on the Child Protection Register)</p> <p>Knowledge of working with outside agencies</p> <p>Is a member of a Leadership Team</p> <p>Has extensive experience in leading differing aspects of school improvement</p> <p>Demonstrate an understanding of school development planning</p> <p>Leadership in aspects of school life involving contact with parents and the wider community</p> <p>Experience of working with other schools/LA in an aspect of school development</p>		
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SKILLS AND ABILITIES	Data analysis skills, and the ability to use data to set targets and identify weaknesses	Good ICT skills	A/I
	Understanding of high-quality teaching, and the ability to model this for others and support others to improve		
	Awareness of school finances and financial management		A/I
	Effective communication and interpersonal skills		I
	Proven track record of delivering quality professional development		A/I
	Ability to communicate a vision and inspire others		I
	Ability to build effective working relationships		A
	A high level of IT literacy		A/I
	Ability to manage employment relations		
	Diplomacy and tact		A
	Able to lead on the identification of pupils' needs and act upon them in order to raise standards		A/I
	A strong belief in the effective practice of using pastoral strategies to remove barriers to learning and the ability to put these beliefs into practice		
	The ability to demonstrate the highest standard of teaching and learning and to influence the practice of others		
	The ability to plan, monitor, evaluate, review and lead by example		

	<p>Ability to lead and work as part of effective teams</p> <p>Very good interpersonal skills</p> <p>High levels of written and oral communication skills</p> <p>To be able to lead the promotion of positive behaviour strategies and constructive handling of problems</p> <p>To be able to provide evidence of having influenced the quality of teaching and learning in present school</p> <p>Good reasoning powers and good judgment in a variety of situations including times of pressure</p>		
OTHER	<p>Professional manner and appearance</p> <p>Professional integrity</p> <p>A commitment to involve parents/carers governors and the community in the work of the school</p> <p>An awareness, understanding and commitment to equal opportunities</p> <p>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</p> <p>Ability to work under pressure and prioritise effectively</p> <p>The ability to work as part of a team</p> <p>Commitment to maintaining confidentiality at all times</p>		<p> </p> <p> </p> <p> </p> <p> </p>

	<p>Commitment to safeguarding and equality</p> <p>A passion for teaching</p> <p>Commitment to ongoing professional development</p> <p>Can lead with empathy and perspective at all levels</p>		
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