

Deputy Headteacher Person Specification

No	Criteria	Essential	Desirable	Evidence
Qualifications				
1	Qualified teacher with strong knowledge and experience of pedagogy and learning theory across the Primary School age range	Yes		A/SP/R
2	Recent experience of working successfully as a senior leader in a school.	Yes		A/R
3	Experience of working with both KS1 and KS2	Yes		A/R
	Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice.	Yes		A/R
	Leadership of a significant area or phase or inclusion including responsibility for raising standards across the whole school.	Yes		A/R
	Foundation Stage experience		Yes	A/R
Professional Knowledge				
	A clear understanding of the essential qualities necessary for effective teaching and learning.			A/SP
	Up to date knowledge of statutory regulations and guidance relating to the post.			SP
Professional Skills to:				
	Create, implement and lead the STEM curriculum	Yes		A/R
	Analyse KS1 and KS2 data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement.	Yes		SP
	Analyse FS data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement.		Yes	SP
	Develop and review whole school systems to ensure robust evaluation of school performance and actions to secure improvements.	Yes		A/R
	Lead and manage a school team/s to successfully achieve agreed goals.	Yes		A/R
	Be an effective team player that works collaboratively and effectively with others.	Yes		A/SP/R
	Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).	Yes		A/R

Headteacher Mrs Lorraine Quirk

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	Experience of tutoring and mentoring NQTs including creating appropriate training and coaching plans		Yes	A/R
	Experience of managing Performance Management for other staff	Yes		A/R
	Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).	Yes		A/SP/R
	Demonstrate high quality teaching strategies.	Yes		SP
	Support, motivate and inspire both colleagues and pupils by leading through example.	Yes		A/R
	Contribute effectively to the work of the headteacher and senior leadership team.	Yes		A/R
	Deal successfully with situations that may include tackling difficult situations and conflict resolution.	Yes		A/SP/R
	Work successfully with a range of external agencies.	Yes		A
	Work collaboratively with other schools or within a MAT			A
Commitment to:				
	Equalities	Yes		R
	Promoting the school's vision and ethos	Yes		A/R
	High quality, stimulating learning environment	Yes		
	Relating positively to and showing respect for all members of the school and wider community	Yes		SP/R
	Ongoing relevant professional self-development	Yes		A
	Professional development such as leadership qualification		Yes	
	Safeguarding and child protection	Yes		A
	Up to date Designated Safeguarding Lead Qualification		Yes	A
Personal Attributes				
	Resilient	Yes		SP
	Ambitious	Yes		SP
	Enthusiastic and energetic	Yes		SP
	Proactive	Yes		SP
	Risk Taker	Yes		SP
	Flexible and adaptable, willing to step into new challenges and drive for improvement	Yes		SP
	Interests beyond education and the needs of children that might be used to extend pupils' horizons	Yes		SP
	Self-Reflective	Yes		SP
	Prioritises the children above all others in the school	Yes		A/SP/R

Evidence

Application - A

Selection Process – SP

References - R

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