

## PERSON SPECIFICATION – Deputy Headteacher

These essential criteria may be assessed at point of application, at a further assessment stage, at interview, or in a combination of the three.

Area	Requirement
<b>Knowledge</b>	<p>An understanding of how to lead effectively in a climate of constant change.</p> <p>Thorough knowledge and understanding of primary school foundation stage and key stages 1 and 2.</p> <p>Ability to promote the educational and personal development of all pupils through assessment and target-setting.</p> <p>Knowledge and understanding of relevant legislation and current educational developments.</p> <p>Knowledge of how to use performance management to raise standards across the whole school.</p> <p>Understanding of anti-discriminatory practices.</p> <p>Knowledge of safeguarding legislation (including Prevent) and safer working practices.</p>
<b>Skills and Aptitudes</b>	<p>Ability to influence people and to work with staff and governors, demonstrating a leadership style that achieves shared ownership of a clear vision and direction for the school.</p> <p>Ability to lead enthusiastically, motivating others and developing leadership capacity within the school.</p> <p>Ability to maintain a broad, balanced curriculum, which meets all statutory requirements.</p> <p>Ability to manage organisational change and to develop the direction, culture and ethos of the development of the school.</p> <p>Ability to maintain a culture of positive behaviours, including discipline and respect for self and others, across the whole school.</p> <p>Ability to communicate effectively, in writing and in person, in front of a wide range of audiences.</p> <p>Ability to balance priorities and manage self and resources effectively.</p> <p>Ability to develop and maintain effective relationships with pupils, staff, governors, parents/carers, agencies working with the school and the wider community.</p> <p>Ability to promote equality of opportunity and diversity, including evidence of working with pupils from a range of backgrounds.</p> <p>Ability to promote the school and develop its profile in the local community.</p>

<b>Experience</b>	<p>Varied and substantial teaching experience with primary aged pupils.</p> <p>Proven success at maximising the progress and attainment of pupils across the whole school, striving for quality and excellence of teaching and learning.</p> <p>Experience of working in an empathetic way with vulnerable families.</p> <p>Proven success in a management role in a primary school.</p> <p>Use of a range of improvement strategies for accelerating progress and raising attainments of all children.</p> <p>Recent experience of a range of relevant in-service training and other learning and development opportunities.</p>
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