



## Person Specification for Deputy Head Teacher

Requirement	Essential	Desirable
Qualification	<ul style="list-style-type: none"> <li>Degree</li> <li>Qualified Teacher status</li> <li>Evidence of continuing professional development</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>Experience across the primary age range</li> <li>Proven record of successful classroom teaching</li> <li>Proven record of successful experience as a leader or Deputy Headteacher</li> <li>Competent ICT skills and knowledge</li> </ul>	<ul style="list-style-type: none"> <li>Experience in foundation stage</li> <li>Liaison with external agencies</li> </ul>
Leadership and Management	<ul style="list-style-type: none"> <li>Proven leadership and management skills</li> <li>Understand the Co-operative values and work effectively as part of the Trust</li> <li>A clear vision of excellence in primary education</li> <li>A proven ability to raise educational standards and a commitment to high standards of achievement</li> <li>Understanding of school improvement planning and subsequent budget planning</li> <li>Understanding of the strategic role of the Governing Body and ability to work effectively with Governors</li> <li>Ability to delegate, monitor and evaluate information</li> <li>Evidence of good working relationships with parents and the wider school community</li> <li>Highly visible in and around the school</li> <li>Experience of Performance Management of both teaching and support staff</li> <li>Commitment to the continuing professional development of all staff</li> <li>Ability to lead by example and inspire others to achieve positive results</li> <li>Ability to initiate and manage change sensitively in pursuit of strategic objectives</li> <li>A commitment to the protection and safeguarding of young people and an up to date knowledge of Child Protection procedures</li> </ul>	<ul style="list-style-type: none"> <li>Project management experience</li> </ul>



<p>Knowledge and Skills/Teaching and Learning</p>	<ul style="list-style-type: none"><li>• Ability to demonstrate knowledge of current curricular and educational issues/relevant legislation</li><li>• Clear knowledge and understanding of assessment and monitoring procedures and ability to implement these</li><li>• Commitment to inclusion and equality of access to educational provision for all children</li><li>• An understanding of consistent approaches to behaviour management</li><li>• Clear understanding of what is effective teaching and learning</li><li>• A high regard for the personal achievement of each child</li></ul>	<ul style="list-style-type: none"><li>• Innovative and creative approach to teaching and learning</li></ul>
<p>Personal Qualities</p>	<ul style="list-style-type: none"><li>• Strong interpersonal and communication skills</li><li>• Engage effectively with staff, children and the community</li><li>• Desire to promote respect between children, staff, parents and governors</li><li>• A well organised person able to manage time effectively, to delegate, to prioritise and to meet deadlines</li><li>• Ability to recognise and utilise staff strengths</li><li>• Ability to build, support, motivate and work as part of a high performing team</li><li>• Ability to inspire children</li><li>• Resilient, hardworking and calm in a crisis</li><li>• Lead by example in extra-curricular activities</li></ul>	<ul style="list-style-type: none"><li>• Have a good sense of humour</li></ul>