



& Childrens Centre

PERSON SPECIFICATION

Post title: **Deputy Headteacher**

Selection Criteria:

The following criteria will be used for selection purposes.

Qualifications

1. Qualified Teacher Status, and evidence of further leadership training and professional development such as NPQSL

Experience

2. A minimum of 5 years recent successful primary teaching experience, including taking a year 6 class through SATS, preferably in at least one inner city multicultural school.
3. A proven track record of good+ primary class teaching
4. Evidence of successful leadership and management (e.g. subject leader or phase manager), which will probably include experience as a senior leader with management of staff; skills in classroom organisation, budget management and administration in a primary school

Knowledge, skills and abilities

5. Evidence of raising achievement of pupils in challenging circumstances
6. Evidence of the ability to raise standards in teaching and learning and sustain improvements
7. Evidence of the skills and abilities required to coach, advise and support teachers in their planning for areas of responsibility
8. An understanding of the responsibilities of the Deputy Head with regard to the health, safety and wellbeing of all pupils and staff
9. A high level of competence in ICT, including the ability to collect, store and analyse assessment data.

10. Evidence of communicating effectively both orally and in writing, giving clear instructions

Teaching and Learning

11. Evidence of a clear understanding and the practical implementation of a range of teaching styles and approaches, and of how children learn in the EYFS and at KS1 and 2.
12. Evidence of a sound understanding of a range of teaching styles and approaches appropriate for inclusive education, incorporating children with a wide range of abilities and from a range of cultural backgrounds.
13. Evidence of the ability to maintain effective classroom discipline in a positive context and to promote well-ordered and self-disciplined behaviour throughout the school.
14. Ability to lead staff training to improve teaching and learning
15. Evidence of high levels of ability as a subject leader

Personal Qualities

16. Commitment to work in partnership with the Headteacher and members of the Leadership Team to achieve the vision of the school
17. Evidence of the personal and intellectual qualities required to tackle underachievement in challenging circumstances, set an example to others and to lead a team
18. Respect for the views of parents, carers and children, and a commitment to the involvement of these groups in the learning process

Equalities

19. Evidence of a commitment to an equalities policy both in service delivery and employment, and an understanding of its effective operation within a school

Safeguarding

20. Evidence of an understanding of a responsibility for safeguarding and promoting the welfare of children