

Deputy Headteacher - Person Specification

	JOB REQUIREMENT	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	Good Honours degree.	✓		A
	Qualified teacher.	✓		A
	Evidence of good or outstanding classroom practice.	✓		A & I
	Proven track record in implementing strategies and interventions to raise achievement and standards, narrowing gaps in attainment and progression.	✓		A & I
	Evidence of competence in ICT skills and the ability to interpret data.	✓		A, I & T
	Substantial experience of monitoring and evaluation, target setting, school improvement planning and thorough understanding of curriculum leadership.	✓		A & I
	Experience of delivering CPD at a whole school level	✓		A & I
	Experience of supporting, coaching and mentoring staff.	✓		A & I
	Experience of leading teams effectively			A & I
	NPQH or senior leadership experience		✓	A & I
	Membership of appropriate professional body	✓		A & I
	Completed a leadership/management qualification.		✓	A & I
	Competencies	Leading & Supervising (provides others with a clear direction; sets appropriate standards of behaviour; delegates work appropriately and fairly; motivates and empowers Pupils and staff; provides staff with development opportunities and coaching; recruits staff of a high calibre).	✓	
Persuading & Influencing (makes a strong personal impression on Pupils, parents and carers, staff and a diverse range of external stakeholders; gains clear agreement and commitment from others by persuading, influencing and negotiating; promotes ideas on behalf of self or others; skilfully manages conflict).		✓		A & I
Formulating Strategies and Concepts (works strategically to realise organisational goals; sets and develops strategies; identifies and develops positive and compelling visions of the school's future potential; takes account of a wide range of issues across, and related to, the school).		✓		A & I
Coping with Pressure & Setbacks (works productively in a pressurised environment; keeps emotions under control during difficult situations; balances the demands of a work life and a personal life; maintains a positive outlook at work; handles feedback well and learns from it).		✓		A & I

	Working with People (demonstrates an interest in and understanding of others; adapts to the team and builds team spirit; recognises and rewards the contribution of others; listens, consults others and communicates proactively; supports and cares for others; develops and openly communicates self-insight such as an awareness of own strengths and weaknesses).	✓		A & I
Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people.	✓		I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>).	✓		
	Willingness to undertake child protection training when required.	✓		I

* A = by application, R = by references, I = assessed by Interview