

**Deputy Headteacher
PERSON SPECIFICATION**

	Criteria	Essential	Desirable	Application Form	Certificates	Selection Process	Reference
Qualifications	Qualified teacher status in England and Wales	✓		✓	✓		
	Degree	✓		✓	✓		
	Professional development in preparation for a leadership role	✓		✓	✓		✓
Skills and Experience	At least three years experience as a senior leader in a secondary school.	✓		✓			
	Strong and evidenced teaching ability, focussed on excellent outcomes for all, especially the most vulnerable.		✓			✓	✓
	Involvement in school self-evaluation and development planning	✓				✓	✓
	Line management experience	✓				✓	✓
	Experience of contributing to staff development	✓				✓	✓
	Experience of developing a high-quality learning environment through high expectations of pupil behaviours	✓				✓	✓
	Substantial experience of data analysis and target setting to ensure excellent outcomes		✓			✓	✓
	Understanding of how to establish high-quality behaviour and culture, and the ability to model this for others and support others to improve	✓				✓	✓
	Prepared to learn from, and share, new experiences, and take responsibility for their own continuing professional development	✓				✓	
	Effective communication and interpersonal skills	✓				✓	✓
	Ability to form and communicate a vision and inspire others	✓				✓	✓
	Ability to build effective working relationships	✓				✓	✓
	Ability to lead management processes on behalf of the school and Trust to the highest standard when required	✓				✓	
Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓				✓	
	Ability to work under pressure and prioritise effectively	✓				✓	✓
	An energetic and enthusiastic presence that commands respect.	✓				✓	✓
	Integrity, respect for others and a commitment to safeguarding and equality	✓				✓	
	Self-motivated, organised and ambition for self and others	✓				✓	✓