

## PERSON SPECIFICATION

<b>Job Title:</b>	Deputy Headteacher	<b>Reporting to:</b>	Headteacher
<b>Salary:</b>	L17 – L21	<b>Location:</b>	City Academy

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. All posts will be subject to a DBS clearance at Enhanced level.

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

	Essential	Desirable
<b>Education, Training and Qualifications</b>		
• Degree or equivalent	X	
• Qualified Teacher Status	X	
• DSL accreditation		X
• Evidence of and commitment to continuing professional development.	X	
<b>Experience, Knowledge, Skills/Competencies</b>		
• Experience of implementing behaviour management strategies.	X	
• Successful Academy teaching experience with experience of teaching across the age and ability range.	X	
• Demonstrable senior management experience.	X	
• Successful contributions to Academy self-evaluation, improvement planning and target-setting.	X	
• Proven track record in contributing to raising achievement.	X	
• Demonstrable experience of leading interventions for students underachieving through behaviour/ emotional/wellbeing concerns.	X	
• Proven experience of a range of assessment strategies.	X	

	Essential	Desirable
<b>Personal Attributes</b>		
• Resilience, the ability to work under pressure and be able to meet deadlines.	X	
• Ability to think creatively and to prioritise.	X	
• Excellent communication skills (including written, oral and presentation skills).	X	
• Excellent interpersonal skills.	X	
• A commitment to CORE Education Trust vision, values, aims and the objectives of its academies programme.	X	
<b>Leadership</b>		
• Demonstrable ability to manage the process of change effectively.	X	
• Leadership of staff professional development sessions.	X	
• Demonstrable ability to lead, motivate, develop and inspire staff and to encourage student and parental involvement.	X	
<b>Teaching</b>		
• Teaching judgements that are consistently 'Good' or better.	X	
<b>Developing Literacy and Numeracy and high ability provision</b>		
• In depth knowledge of best practice in teaching and learning, including the use of the latest technologies, to support students' rapid rates of progress.	X	
• Use of innovative approaches to the development of teaching and learning, including assessment for learning.	X	
• Experience of coaching/mentoring and other forms of professional development to support the development of colleagues.	X	

<b>How to apply</b>
<p>For further information about this exciting opportunity, or an informal discussion please contact <a href="mailto:recruitment@CORE-education.co.uk">recruitment@CORE-education.co.uk</a>.</p> <p>Only those applicants submitting a CORE Education Trust Application Form will be considered. Please note that we do not accept CVs.</p> <p>To apply for this role please submit your expression of interest to <a href="mailto:recruitment@CORE-education.co.uk">recruitment@CORE-education.co.uk</a>.</p>

For more information visit our website, [CORE-education.co.uk/work-with-us](https://core-education.co.uk/work-with-us)

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

CORE Education Trust is committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.

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