

Deputy Head Teacher - Person Specification			
	Essential	Desirable	MOA (Docs, App form, Interview)
Education			
Educated to degree level or equivalent	✓		A, D
QTS	✓		A, D
Evidence of relevant continuing professional development.	✓		A, D
Knowledge & Experience			
Experience as a member of a Middle or Senior Management Team.	✓		A R
Experience and/or knowledge of school models and structures.	✓		I
Knowledge and experience of school finances.		✓	I
Current and relevant knowledge of school improvement processes.	✓		A I
Has successfully used a range of strategies to encourage parents to support their children's learning and realise the school's vision	✓		A I
Knowledge and experience of using a range of performance management systems to effectively manage and motivate staff.		✓	I
Has experience of working collaboratively with other schools or communities to improve outcomes.	✓		I, A
Experience of how to develop learning pedagogy through CPD, systems and learning environments.	✓		I
Experience of having contributed to policy formulation, implementation, evaluation and review.		✓	I
An outstanding teacher.	✓		I, D, A
Shows a commitment to a multi-agency approach for the well-being of pupils and their families	✓		I
Has an excellent understanding of assessment and how it can be used to plan curricular interventions to accelerate pupil progress	✓		I
Has experience of curriculum design and management	✓		I
Demonstrates personal enthusiasm for teaching and learning and is an outstanding classroom practitioner who can model the principles of effective teaching and learning to a high standard	✓		I
A strategic view of school improvement		✓	A I
An ability to identify leadership potential in others. To be able to foster and develop this through the creation of creative pathways so that the school benefits from their development.	✓		I
An understanding of effective school safeguarding measures.	✓		I
Skills and Abilities			
Able to prioritise, plan and organise own workload and that of others	✓		I
Displays the ability to think creatively to anticipate and solve problems	✓		I
Able to identify, establish and sustain appropriate management structures and systems.	✓		I
Has experience of giving effective feedback to improve the performance of others.	✓		I
Has experience of dealing with conflict and managing challenging situations.	✓		I
The ability to create a united, committed and highly effective staff team.	✓		I
Understands the relationship between managing performance, professional development and school improvement	✓		I
An effective leadership and management style that encourages participation, innovation and develops colleagues' confidence.	✓		I

The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any underperformance.	✓		I
The ability to develop the leadership skills of others as well as to learn from others.	✓		I
Strong interpersonal, written and oral communication skills.	✓		A I
Strong organisational and time-management skills and the ability to delegate appropriately.	✓		I
The ability to skilfully manage and maintain effective working relationships with parents, governors, community members, external agencies and other stakeholders.	✓		I
The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop.	✓		I
Commercial understanding and acumen.		✓	I
The ability to work well under pressure and manage conflicting demands.	✓		I
Beliefs attitudes and personal attributes			
Confidence and self-motivation.	✓		I
Optimistic, enthusiastic and flexible.	✓		I
Demonstrates high expectations for self and others	✓		I
Committed and passionate.	✓		A, I
Values diversity and equality.	✓		I
A good listener, able to communicate effectively and concisely	✓		I
Goal focussed, but willing to adapt to and develop a deep understanding of people and context.	✓		I
Other			
This post is subject to an enhanced DBS disclosure.	✓		D
The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.	✓		I