

Person Specification

Deputy Head of School (Primary & Nursery)

Criteria	Essential (E) / Desirable (D)	Application	Interview
Qualifications & Professional Status			
Qualified Teacher Status (QTS)	E	✓	
Evidence of continuing professional development	E	✓	✓
Leadership qualification (NPQSL/NPQH or equivalent) or willingness to work towards	D	✓	✓
Leadership & Strategic Experience			
Experience of strategic leadership in a Primary or all-through school	E	✓	✓
Experience of contributing to whole-school improvement	E	✓	✓
Experience of deputising for Headteacher/Head of School or equivalent	E	✓	✓
Experience working with senior leaders and governors	E	✓	✓
Experience in an all-through or cross-phase setting	D	✓	
Curriculum, Teaching & Learning			
Excellent understanding of curriculum intent, implementation and impact (Primary & EYFS)	E	✓	✓
Proven record of improving pupil progress and outcomes	E	✓	✓

Ability to lead curriculum development across Primary key stages	E	✓	✓
Strong understanding of assessment and use of data	E	✓	✓
Experience of innovative or research-informed curriculum development	D	✓	✓
Monitoring, Evaluation & Standards			
Experience of monitoring and evaluating teaching and learning	E	✓	✓
Ability to secure consistently high-quality teaching	E	✓	✓
Experience leading or contributing significantly to SEF and development planning	E	✓	✓
Experience preparing for inspection or external review	D	✓	
School Improvement & Accountability			
Ability to analyse performance data and identify priorities for improvement	E	✓	✓
Experience of reporting outcomes to governors	E	✓	✓
Understanding of accountability and statutory requirements	E	✓	✓
Experience presenting independently to governing bodies	D		✓
Staff Leadership & Development			
Proven ability to support, challenge and develop staff practice	E	✓	✓
Experience of leading and developing middle leaders	E	✓	✓
Ability to build a collaborative and ambitious professional culture	E		✓

Experience leading large teams or cross-school initiatives	D	✓	
Inclusion, Wellbeing & Pupil Development			
Strong commitment to inclusive education and equality of opportunity	E	✓	✓
Understanding of strategies to support pupils' emotional wellbeing and social development	E	✓	✓
High expectations for behaviour, wellbeing and personal development	E		✓
Experience leading inclusion, wellbeing or pastoral initiatives	D	✓	✓
Personal Qualities & Professional Values			
Inspirational, resilient and reflective leadership style	E		✓
Excellent communication and interpersonal skills	E	✓	✓
Highly organised with ability to manage competing priorities	E	✓	✓
Commitment to the ethos, values and ambition of the school	E	✓	✓
Willingness to undertake duties delegated by the Head of School	E	✓	✓