

DEPUTY HEADTEACHER - LEADERSHIP SCALE L3 - L8

PERSON SPECIFICATION

| CRITERIA | QUALITIES | HOW ASSESSED |
|-----------------------------|---|-------------------------|
| Qualifications | Education to good honours degree level plus teaching qualifications. | Application |
| Experience | Sustained successful experience as a classroom practitioner across the age and ability range. Successful experience of leading a whole school development priority. Successful recent and varied management experience leading to enhanced student attainment and high quality educational provision. Evidence of continuing professional development. | Application & Interview |
| Skills and knowledge | Supporting others to achieve outstanding teaching and learning. Experience of raising the achievement of diverse groups of students across the ability range. Experience of leading and managing effective and significant change. Experience of planning strategically and leading a successful project from conception to completion. Success at motivating staff to raise student performance and at enthusing them to develop new ideas and initiatives. Knowledge and understanding of recent curriculum developments. Knowledge and understanding of recent government initiatives and regulations. Knowledge and understanding of new technologies and approaches in learning and teaching, as well as management and administration. Understanding and experience of self review systems as a tool for school improvement. Awareness and understanding of current educational issues. The ability to delegate, consult and be decisive. Experience of working under pressure and successfully managing competing demands and deadlines. The ability to communicate effectively both orally and in writing, with a variety of audiences across the whole school and beyond. An ability to work with, motivate and develop other staff. An understanding of the role of leadership team members and the professional qualities required to fulfil the role effectively. Experience in using data to promote achievement. | Application & Interview |

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| | An ability to manage the performance of others and get the best out of those you manage. | |
| Personal qualities | <p>An ability and willingness to empathise and listen, and to be self critical and reflective.</p> <p>Enthusiasm, hard work, integrity, creativity, flexibility and resilience.</p> <p>An understanding of, and commitment to, equal opportunities in the widest sense and a commitment to inclusive education.</p> <p>A sense of fun as well as the ability to work hard and calmly under pressure.</p> <p>A commitment to child protection in its broadest sense to empower learners and prevent harm.</p> | Application & Interview |

Safeguarding Statement

Sandhills Community Primary School and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.