



Frieth
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PERSON SPECIFICATION: FULL TIME DEPUTY HEAD TEACHER

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">Qualified Teacher Status (QTS).Evidence of successful leadership at middle or senior level within a primary school.	<ul style="list-style-type: none">National Professional Qualification for Senior Leadership (NPQSL) or equivalent.Evidence of sustained and impactful continuous professional development in leadership.
Experience	<ul style="list-style-type: none">Significant and successful experience as a teacher within the primary phase.Proven experience of leading whole-school initiatives with measurable impact on standards and outcomes.Experience of monitoring, evaluating, and improving teaching and learning across a school.Experience of working closely with senior leaders and governors.	<ul style="list-style-type: none">Experience of deputising for a Headteacher or acting in a senior leadership capacity.Experience of leading assessment, attainment, or curriculum at whole-school level.Experience of staff performance management, appraisal, and pay recommendations.Experience of working in partnership with parents, external agencies, and other schools.
Knowledge and understanding	<ul style="list-style-type: none">Effective primary pedagogy and how children learn.Assessment, data analysis, and strategies for raising attainment and closing gaps, including for disadvantaged, SEND, and EAL pupils.The statutory National Curriculum and statutory assessment requirements.Safeguarding, child protection, equality legislation, health and safety, and SEND requirements.Performance management processes and teachers' professional standards.Effective behaviour management and the creation of positive school culture.	<ul style="list-style-type: none">Financial and budgetary management within a school setting.Partnership working across schools and with external agencies.Change management and leading organisations through improvement.School improvement planning, self-evaluation, and Ofsted frameworks.
Skills	<p>Essential:</p> <ul style="list-style-type: none">Provide decisive, confident, and courageous leadership, particularly in the absence of the Headteacher.Work in full partnership with the Headteacher to shape, communicate, and deliver the school's strategic vision.Lead and inspire staff to achieve consistently high standards of teaching, learning, and behaviour.Hold staff rigorously to account for performance and pupil outcomes, using evidence and data effectively.Analyse complex data accurately and use it to drive improvement and targeted intervention.Communicate clearly and persuasively with a wide range of audiences, including staff, governors, parents, pupils, and external partners.Develop, implement, and review policies and systems that support school improvement and operational effectiveness.Manage time, workload, and competing priorities effectively in a demanding leadership role.Build strong, positive relationships based on trust, professionalism, and high expectations.Ability to lead professional development and coach others to improve practice.	

	<ul style="list-style-type: none"> Ability to represent the school confidently at external meetings and networks.
Personal characteristics	<p>Essential:</p> <ul style="list-style-type: none"> Integrity, professionalism, and loyalty, presenting a united leadership front with the Headteacher. Resilience and composure under pressure, with the ability to make difficult decisions in the best interests of the school. High levels of motivation, commitment, and accountability. A positive, solution-focused mindset that inspires confidence and trust. Approachability and empathy, balanced with high expectations and challenge. Flexibility and adaptability to meet the evolving needs of the school. Commitment to equality, inclusion, and safeguarding.