



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.