

Person Specification



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	Deputy Headteacher	
School	Shirley Heath Junior School	
Salary Band/Range	L9-L13 (dependent on experience)	
Responsible to:	Headteacher	

Description	Essential	Desirable	Measured by
Professional qualifications	Qualified teacher status	Any other qualifications relevant to a leadership role, including NPQH or NPQSL	A
	Degree or equivalent		
	Evidence of further relevant professional development	Safeguarding training at DSL or DDSL level	
Relevant experience	Substantial primary teaching experience as an excellent practitioner	Proven success in raising standards at the end of a key stage	A/I
	Proven leadership experience with school-wide impact		A/I
	Experience of contributing to school self-evaluation and improvement planning	Experience as an assistant headteacher or deputy headteacher	A/I
	Evidence of a strong commitment to inclusion with high expectations	Experience of line management of staff	A/I
	Experience working with a wide range of stakeholders (staff, parents, governors, agencies)		A/I
Knowledge and understanding	Strong understanding of the Ofsted School Inspection Framework	Experience of preparing for or participating in an Ofsted inspection	A/I
	Knowledge of inclusive practice, including SEND, disadvantaged and equality of opportunity		A/I

	Clear understanding of statutory safeguarding requirements		A/I
Skills and abilities	Ability to have a vision of the aims and direction of a successful school and be able to communicate these in order to inspire and motivate others	Ability to access and analyse relevant data and use this information to set priorities and actions	A/I
	Ability to set high and clear expectations, to hold others accountable for performance and their contributions to the school community	Knowledge of the role and impact of governors	A/I
	Strong analytical skills with the ability to evaluate impact and drive improvement	Ability to help create and maintain a school site that ensures the health and safety of staff and pupils	A/I
	Excellent interpersonal, communication and organisational skills	which presents a stimulating and safe learning environment for pupils	A/I
	High level of professional integrity, confidentiality and resilience	Experience as DSL or DDSL	A/I
	Commitment to safeguarding and promoting welfare of children		A/I
Personal attributes	Positive attitude to all aspects of school life	Keen to embrace new ideas and challenges	A/I
	Approachable and empathetic		A/I
	Works well as part of a team		A/I
	Demonstrates a concern for the pastoral welfare of all in school	Proactive in areas of responsibility	A/I
	Committed to continuing professional development		A/I
	Able to deal sensitively with people and resolve conflict		A/I
	Willingness to go above and beyond for children		A/I

Compiled/Reviewed by	K Evans
Date	April 2026