



FINHAM PARK
SCHOOL

PERSON SPECIFICATION Finham Park School

Job Title Deputy Headteacher

Salary Leadership Scale: L20-24

Work Pattern Full time (Part-time working will not be considered for the role)

	Essential Criteria	Desirable Criteria	Measured By
Education and Qualifications	- Honours degree (or equivalent) - Qualified Teacher Status	- NPQSL - NPQH - Higher degree of evidence of further study	A
Knowledge and Experience	- An understanding of high-quality teaching and effective learning. - An understanding of the potential of student voice and parental engagement. - An understanding of the importance of student attendance. - An understanding of safeguarding. - An understanding of strategies to support positive behaviour. - A thorough understanding of what it means to provide an inclusive education. - An understanding of strategies and tactics to secure whole school improvement in all areas. - Clear understanding of the current educational agenda. - An understanding of the potential of this role. - Strong professional development record. - An outstanding classroom practitioner. - At least 3 years' experience as a senior leader. - A proven track record of sustained whole school impact. - Experience of successful change management. - Record of success leading more than one team.	- Leadership experience in more than one school. - Experience designing a whole school curriculum.	A; I
Skills and Abilities	A proven ability to design, monitor and evaluate classroom provision based on		A; I



THE LION
ALLIANCE

Finham Park School
Green Lane
Coventry, CV3 6EA

Tel: 024 76418135
Email: headteacher@finhampark.co.uk
www.finhampark.co.uk

Headteacher: David Bedford
Chair of Governors: Anne Brennan



FINHAM PARK
MULTI ACADEMY TRUST





FINHAM PARK SCHOOL

	the identified learning needs of individual students. • A proven ability to make effective use of performance data to inform decision making at a strategic and operational level. • A proven ability to work sensitively and effectively with colleagues in helping them to improve their everyday classroom practice. • The ability to hold others to account in a way that promotes and strengthens professional relationships. • Positive profile with pupils/staff/parents. • Excellent written and oral communication. • Good professional networks/contacts. • Good team player/builder. • Empathy with young people of all levels and backgrounds.		
Personal Qualities	• A demonstrable commitment to the Finham values. • Patience, persistence, flexibility, tact, imagination, intelligence, sensitivity, sense of humour. • The ability to take critique in a positive and constructive way.		A; I
Safeguarding and Child Protection	• Commitment to safeguarding and promoting the welfare of children and young people, in line with statutory guidance and school policy. • A clear understanding of safeguarding responsibilities and the role of senior leaders in creating a strong safeguarding culture. • Commitment to engaging in ongoing safeguarding training and professional development to ensure knowledge remains current and effective.		A; I
Special requirements	Good health and attendance records in line with Coventry City Council Promoting Health at Work Policy. This post is exempt from the Rehabilitation of Offenders Act 1974. An enhanced Disclosure and Barring Service check will be required prior to appointment		Attendance records DBS Disclosure

A: Application
I: Interview



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