

Person Specification

Deputy Headteacher

Qualifications & Experience	Essential	Desirable	MOA*
Qualified Teacher Status in the UK	✓		A,Q
Evidence of recent and appropriate level of Continuing Professional Development e.g. NPQH, NPQSL, MA		✓	A,I,Q
Successful teaching experience within the secondary sector	✓		A,R
Demonstrable evidence of Senior Leadership experience	✓		A,R
Experience of working in a wider context than an individual school		✓	A,R
Leadership and Management	Essential	Desirable	
An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals	✓		A,I,R,T
Ability to provide clear direction and shared purpose for staff and students	✓		A,I,R,T
Ability to inspire trust and confidence across the school and the community	✓		A,I,R,T
Understanding of the requirements and expectations of the Ofsted framework	✓		A,I,R,T
Ability to develop and sustain good relationships with staff, parents and governors	✓		A,I,R
Ability to lead CPD programmes	✓		A,I,R
Teaching and Learning	Essential	Desirable	
A leader of learning who demonstrates, promotes and encourages outstanding classroom practice	✓		A,I,R,T
Proven experience in leading teaching and learning for improvement	✓		A,I,R
Comprehensive knowledge of the curriculum	✓		A,I,R,T
Clear understanding and knowledge of what constitutes outstanding classroom practice and learning	✓		A,I,R,T
Monitoring and Evaluation	Essential	Desirable	
Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis.	✓		A,I,R,T

• Ability to convey the meaning of data accurately to a variety of audiences	✓		A,I,R,T
• Successful experience of strategies to raise student achievement	✓		A,I,R
Personal	Essential	Desirable	
• Clear understanding and appreciation of the role of a Deputy Headteacher	✓		A,I
• High expectations of self and others	✓		A,I,R
• The ability to work to tight deadlines and under pressure	✓		A,I,R,T
• An ability to use the full range of leadership skills and qualities, appropriate to the situation	✓		A,I,R,T
• An enthusiastic and motivational leader with strong morale building skills	✓		A,I,R
• Resilience and determination coupled with the ability to support and show empathy	✓		A,I,R,T
• The highest levels of integrity and reliability	✓		A,I,R
• Self-motivated and able to take the initiative	✓		A,I,R
• Approachability	✓		A,I,R

*Method of Assessment (MOA) Key:

A=Application; I=Interview; R=Reference, Q=Qualifications, T=Task