

Person Specification

Job Title:	Deputy Headteacher
Salary/Grade:	L 11 – 15 (£66,368 - £73,105)
Contracted Hours:	Full time, 32.50 hours per week]
Academy Name:	Heathlands Primary Academy
Location/Address:	Heath Way, Castle Bromwich, Birmingham, B34 6NB

Greenheart Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to the interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

Qualifications	Essential / Desirable
Qualified Teacher Status	E
Degree or Equivalent	E
Evidence of further professional development	E
Experience	
Successful teaching experience in the primary age range	E
Substantial knowledge and understanding of learning and teaching at Key Stage 1/2/EYFS.	E
Recent experience of working successfully as a senior leader or middle manager in a school.	E
Leadership of a significant area or phase including responsibility for raising standards across the whole school and contributing to self-evaluation and school improvement	E
Experience of working in more than one key stage	D
Experience of data analysis.	D
Experience of working with pupils who have additional educational needs using effective and inclusive strategies to improve attainment	E

Skills & Abilities	
Demonstrate outstanding practice.	E
Analyse data, evaluate pupil progress and plan an appropriate course of action for whole school improvement.	E
Inspire, challenge, motivate and empower others to carry the vision forward.	E
Lead and manage people to work towards common goals.	E
Ability to investigate, resolve problems and make decisions.	E
Communicate effectively to a wide range of different audiences (verbal, written, using technology as appropriate).	E
Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education.	E
Expecting and facilitating all children to reach their potential irrespective of social background.	E
Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care.	E
Effective administrative and organisational skills and time management and the ability to work under pressure and to tight deadlines	E
Personal Attributes	
Creative, enthusiastic and proactive, keen to embrace new ideas and challenges.	E
Confidence and excellent inter-personal skills.	E
Committed to continuing professional development for self and others.	E