

Deputy Head Teacher – Person Specification

Description	Essential	Desirable
Professional Qualifications		
Qualified Teacher Status	√	
Degree or Equivalent	√	
Evidence of further professional development	√	
Knowledge & Understanding		
Substantial primary teaching experience	√	
Experience of whole-school curriculum management leading to school improvement	√	
Excellent classroom practitioner	√	
A strong commitment to inclusion with high expectations for all learners	√	
Recent experience of working successfully as a senior leader or middle manager in a school.	√	
Highly successful experience of leading and managing whole school developments in a number of areas regarding teaching & learning and raising standards of attainment and achievement across the school	√	
Leadership of a significant area or phase including responsibility for raising standards across the whole school and contributing to self-evaluation and school improvement.	√	
Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement	√	
Good understanding and use of assessment, including target setting and tracking	√	
Understanding of effective techniques and policies for behaviour management	√	
Knowledge and experience of up-to-date developments in IT and E-Learning for teaching and management purposes	√	
A good understanding of the requirements of transition between key stages		√
Leadership and Management		
Senior leadership and management experience	√	
A good understanding of whole school issues	√	
Experience of planning for change, development and improvement	√	
The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community	√	
Ability to set & meet challenging targets, for pupils and the school, and to enable others to do this	√	
Ability to analyse, prioritise and meet deadlines	√	
Experience of conducting staff induction, mentoring and performance management	√	
Experience of whole school self-review and evaluation	√	
Knowledge of the role of Governors		√
Able to demonstrate leadership qualities and people management skills	√	

Able to motivate, promote good relationships and effectively communicate with all stakeholders	√	
Experience of having led whole school initiatives	√	
Commitment to supporting community/external agencies involvement in school	√	
Commitment to safeguarding and promoting the welfare of children	√	
Personal Qualities		
Works well as part of a team	√	
Flexible, listens and is prepared to seek advice and support	√	
Demonstrates a concern for the pastoral & spiritual welfare of all in the school	√	
Committed to continuing professional development for self and others	√	
Committed to active parental involvement	√	
Able to deal sensitively with people and resolve conflict	√	