



## Person specification: deputy headteacher

| CRITERIA                           | QUALITIES  |
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| <b>Qualifications and training</b> | <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• Professional development in preparation for a leadership role</li> <li>• Up-to-date safeguarding and child protection training</li> </ul>   |
| <b>Experience</b>                  | <ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school for a minimum of 5 years</li> <li>• A minimum of 8 years teaching experience</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Demonstrable experience of successful line management and staff development</li> <li>• Experience of leading whole-school improvement aligned with Ofsted's Education Inspection Framework (EIF)</li> <li>• Demonstrable impact on improving quality of education, including curriculum design and implementation</li> <li>• Experience of improving outcomes for disadvantaged pupils, including those eligible for Pupil Premium</li> <li>• Experience of working effectively with pupils with SEND and those with English as an additional language (EAL), reflecting the school's diverse community</li> <li>• Experience of working collaboratively with external agencies and multi-disciplinary teams</li> </ul>   |
| <b>Skills and knowledge</b>        | <ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>• Understanding of school finances and financial management</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships</li> <li>• Understanding of effective pedagogy and evidence-informed teaching strategies</li> <li>• Secure knowledge of safeguarding, statutory requirements, and keeping children safe in education</li> <li>• Understanding of inclusion, equality, and barriers to learning faced by disadvantaged communities</li> <li>• Awareness of strategies to promote positive behaviour, attendance, and pupil wellbeing</li> <li>• Knowledge of early years provision and transition into Key Stage 1</li> <li>• Ability to promote high standards of behaviour and attitudes, including attendance and pupil engagement</li> </ul> |

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| <b>Personal qualities</b> | <ul style="list-style-type: none"><li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of Old Fletton Primary School</li><li>• Ability to work under pressure and prioritise effectively</li><li>• Commitment to maintaining confidentiality at all times</li><li>• Commitment to safeguarding and equality</li><li>• High expectations and ambition for all pupils, regardless of background</li><li>• A visible, approachable, and supportive leader who models professionalism</li><li>• Resilience, adaptability, and the ability to lead positively through change</li><li>• Reflective practitioner committed to continuous improvement</li><li>• Innovative and forward-thinking approach to education</li><li>• Commitment to engaging with and supporting a diverse school community</li></ul> |
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## Notes:

This job description may be amended at any time in consultation with the postholder.

**Last review date:** March 2026