

DEPUTY HEADTEACHER PERSON SPECIFICATION	Essential/ Desirable
QUALIFICATIONS	
Qualified Teacher status.	E
Degree or equivalent.	E
Evidence of further professional development.	E
Mental Health and Wellbeing First Aider	D
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 leader 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 teaching in more than one key stage.	D
Experience of teaching mixed year groups.	D
Experience of teaching in a Church of England School.	D
Experience of data analysis.	D
Experience of mentoring NQTs and students.	D
KNOWLEDGE	
A clear understanding of the essential qualities necessary for effective teaching and learning.	E
The principles of effective assessment for learning.	E
Confident in whole school self-evaluation.	E
Up to date knowledge & understanding of the current national education agenda.	E
Knowledge of current safeguarding child protection procedures.	D
Knowledge and experience of using Microsoft Teams and Office 365	D
SKILLS AND 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 ICT 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



'A cord of three strands is not easily broken.' Ecclesiastes 4:12
Inspiring a love of learning through the
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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
Energy and enthusiasm.	E
Confidence and excellent inter-personal skills.	E
Loyalty and confidentiality.	E
Committed to continuing professional development for self and others.	E



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