



PERSON SPECIFICATION Deputy Headteacher

	Essential Criteria	Desirable Criteria	Method of Assessment
Educational Qualifications and Training	Qualified Teacher Status	Evidence of further study and/or qualifications	Application
	Degree	Willingness to study for NPQH	
Experience	Varied experience and understanding of teaching and learning across the primary age range	Experience of teaching in more than one primary phase Key Stage	Application
	Previous recent experience in a senior leader or middle manager role in a primary school	To have had experience in more than one school	Application
		Experience of coaching and mentoring	Application/Interview
	Experience of leading and managing people	Experience of working with governors, parents and the wider community	Application
	Experience of contributing to self-evaluation and school improvement		Application
	Experience of leading training and other staff development activities, including appraisal		Application
Teaching and Learning	Evidence of highly effective teaching in more than one year group		Interview/Application
	Good knowledge of the National Curriculum for Key Stage 1 and 2 and the EYFS Framework.		Application/Interview
	Subject leadership of either Literacy or Maths		
	In-depth knowledge and understanding of the curriculum and effective pedagogy		Interview
	Experience and knowledge of the administration and processes of primary statutory assessments	Experience of teaching early phonics and reading.	Application/Interview
	Understanding analysis and interpretation of school performance data, including knowledge of how the effective use of data and target setting can raise standards		Application/Interview

	Understanding of strategies for school improvement		Application/Interview
	Up-to-date knowledge and understanding of current educational issues		Application/Interview
	Understanding of how to meet the needs of pupils with SEND and disadvantaged pupils		Application
	A secure and well rounded philosophy on how children learn.		Interview/Application
Skills	Ability to positively influence others		Application/Interview
	Ability to motivate, lead and manage people to work both individually and in teams		Application/Interview
	Ability to implement change and plan strategically		Application/Interview
	Outstanding communication skills, with a range of audiences both orally and in writing		Interview
	Ability to prioritise, work under pressure and meet deadlines		Interview
	Effective problem solving skills		Interview
	Effective administrative and organisational skills		Application/Interview
Personal Attributes	Value all children and committed to the development of the whole child		Interview
	Relate well to pupils, staff and parents and care about their individual needs		Interview/Application
			Interview/Application
	Developing and maintaining partnerships with parents, governors, outside agencies, other schools, etc		Interview
	Motivated, energetic, enthusiastic, caring, with a sense of humour		Interview/Application
	Drive, ambition and passion for education		Interview