

Deputy Headteacher – Person Specification

Criteria	Qualities	Essential	Desirable
Qualifications and Training	Qualified Teacher Status	✓	
	Degree	✓	
	Evidence of commitment to continuing professional development	✓	
	Enhanced safeguarding training	✓	
	Successful completion of, or willingness to undertake an NPQ in leadership (e.g. NPQSL, NPQH)		✓

Experience	Recent and relevant leadership experience within a primary setting	✓	
	Record of outstanding classroom practice and at least five years of teaching experience	✓	
	Experience of teaching within EYFS and KS1		✓
	Experience in self-evaluation and school improvement planning	✓	
	Evidence of successful curriculum leadership and curriculum innovation	✓	
	Proven track record of raising standards and meeting challenging targets	✓	
	Experience of working in collaboration with stakeholders and the wider community to develop positive relationships	✓	
	Demonstrate experience in successful line management and staff development		✓
	Experience in managing the performance management process		✓
	Knowledge and experience in safeguarding procedures, including confidence in using systems such as; CPoms	✓	

Skills & Knowledge	Ability to communicate effectively both orally and in writing to a range of audiences	✓	
	Data analysis skills and the ability to use data in order to set targets and identify weaknesses	✓	
	Understanding of high-quality teaching and how to support staff in order to improve practice	✓	
	Ability to communicate a vision and inspire others	✓	
	Ability to direct staff appropriately and organise timetables		✓
	Knowledge and experience of working with SEND learners	✓	

Personal Qualities	A commitment to providing an inclusive curriculum and environment for all learners	✓	
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	Ability to work to timescales and prioritise effectively	✓	
	High understanding of confidentiality and best practice	✓	
	A positive and effective approach to behaviour management	✓	