

Person Specification: Deputy Head Teacher Grade L5-9

	Essential	Desirable	How Identified
Qualifications and Training	<ol style="list-style-type: none"> 1. DfE recognised teaching qualification. 2. Further professional development including middle management training. 3. Current enhanced DBS clearance. 	<p>Interest in further professional development (e.g. NPQH).</p>	<p>1.-4. Qualifications check. 1.-4. Application form/letter.</p>
Experience	<ol style="list-style-type: none"> 4. Minimum of 5 years primary school teaching experience of which a proportion must be in key stage 2. 5. Experience of monitoring and evaluating standards of teaching and learning. 6. Experience of successful curriculum leadership and staff development. 7. Experience of working well in partnership with staff, governors, children, parents and the wider community. 	<ol style="list-style-type: none"> 8. Experience of teaching in more than one school. 9. Experience of the performance management process and the role of reviewer. 10. Experience of liaising with other local primary schools and feeder secondary school. 11. Experience of working with governors. 	<p>1.-9. Application form/letter. 1.-9. References. 1.-9. Interview.</p>
Skills, Knowledge and Aptitudes	<ol style="list-style-type: none"> 1. Outstanding classroom practitioner and role model. 2. A good understanding of the needs of children from Foundation to Key Stage 2. 3. Has a thorough knowledge of inclusive and innovative curriculum and assessment provision. 4. A good understanding of effective strategies to enhance teaching and 	<ol style="list-style-type: none"> 1. Able to analyse and interpret numerical data, identify trends and monitor standards and achievement against targets. 	<p>1. Classroom observation. 1.-10. Application form/letter. 1.-10. References. 1.-10. Interview.</p>

	<p>learning opportunities and improve attainment.</p> <p>5. Up to date awareness and understanding of school self-evaluation and improvement planning.</p> <p>6. Has a good understanding of current educational initiatives and relevant legislation.</p> <p>7. Competent in the use of ICT.</p> <p>8. Communicates well orally and in writing at all levels.</p> <p>9. Able to plan, organise and prioritise.</p>		
Personal Qualities	<p>1. Relates well to children.</p> <p>2. Positive and resilient with drive, loyalty, integrity, flexibility and good sense of humour</p> <p>3. Able to work independently and as part of a team.</p> <p>4. Proven leadership qualities to motivate and inspire others.</p> <p>5. Embraces change well.</p> <p>6. Deals with difficult situations effectively.</p> <p>7. A commitment to inclusion.</p> <p>8. Able to develop effective working relationships with all external partners.</p> <p>9. Willing to take part in extracurricular activities.</p>		<p>1. Classroom observation.</p> <p>1.-10. Application form/letter.</p> <p>2.-10. References.</p> <p>2.-10. Interview.</p>