

Person specification: Deputy Headteacher.

Criteria	Qualities
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Educated to degree level • Professional Development in preparation for a leadership role.
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in a school • Teaching experience – a minimum of 4 years. • Involvement in school self evaluation and development planning • Experience of managing other staff • Experience of contributing to and leading whole school development. • Experience of line managing staff.
Skills and Knowledge	<ul style="list-style-type: none"> • Data analysis skills and the ability to use national, LA and school data to set targets and identify areas for development. • Understanding of high quality teaching and learning and the ability to model this for others and support others to improve. • Understanding of pupil premium funding and how it can be effectively used to diminish the difference between disadvantaged pupils and their peers. • Understanding of school financial management systems and school finances. • Effective communication and interpersonal skills. • Ability to communicate a vision and inspire others. • Ability to build effective working relationships.
Personal Qualities	<ul style="list-style-type: none"> • Honesty, integrity and a clear sense of moral purpose. • A passion and drive for getting the best outcomes for all pupils. • Ability to work under pressure and prioritise effectively. • Understanding of the importance of relationships – ability to empower staff and pupils and show great empathy. • Resilience, optimism with energy and a positive attitude with the ability to remain calm in a crisis. • Humour and humility. • Commitment to safeguarding and equality.