

**Deputy Head Teacher: Person specification**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• evidence of further CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further study. this could be ongoing and/ or further professional qualifications</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Commitment to the protection and safeguarding of children</li> <li>• Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of varied behaviour policies.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least five years successful classroom experiences within the primary age range or at least three years successful track record of supporting and leading other schools as a consultant</li> <li>• Proven track record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils across the full ability range.</li> <li>• Proven record of successful curriculum/ subject leadership leading directly to an increase in standards and attainment.</li> <li>• Experience of monitoring and evaluating curriculum delivery.</li> <li>• Experience of leading and implanting whole school initiatives and managing change, developing strategies to raising achievement.</li> </ul>	<ul style="list-style-type: none"> <li>• Some experience and understanding of the provision of nurture support.</li> </ul>
<b>Strategic leadership</b>	<ul style="list-style-type: none"> <li>• Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these.</li> <li>• Ability to articulate and share the vision of Clarborough Primary School.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of undertaking effective performance management.</li> <li>• An understanding of financial and resource management.</li> <li>• Experience of managing underperformance.</li> </ul>

	<ul style="list-style-type: none"> <li>• Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement.</li> <li>• Understanding and commitment to promoting and safeguarding the welfare of all pupils.</li> <li>• An ability to support others in undertaking responsibilities through delegation.</li> <li>• Commitment to equal opportunities.</li> </ul>	
<b>Teaching and learning</b>	<ul style="list-style-type: none"> <li>• Clear understanding of what good teaching and learning looks like and strategies to develop this.</li> <li>• Experience of effective monitoring of teaching and learning</li> <li>• Secure understanding of the requirements of the National Curriculum.</li> <li>• Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils.</li> <li>• Clear understanding of the characteristics of successful behaviour management.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in identifying and supporting vulnerable groups effectively.</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• An ability to communicate effectively to a range of audiences involved with the school both verbally and in writing.</li> <li>• Knowledge of ways links with external agencies can be used to extend learning opportunities for all pupils.</li> <li>• Excellent personal organisational skills.</li> <li>• Ability to prioritise workload and work to specific deadlines.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use data management systems.</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• High expectations for all pupils.</li> <li>• Ability to inspire, challenge, motivate and empower others.</li> <li>• Self-motivation and a commitment to continued professional development.</li> <li>• Belief in and ability to foster a fair, open and supportive culture.</li> </ul>	<ul style="list-style-type: none"> <li>• experience of working with other stakeholders and community members</li> </ul>

