

Deputy Head Teacher: Person specification

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

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

