



Victoria Road Primary School Deputy Headteacher – Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Selection Test

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> ➤ Qualified teacher status or recognised equivalent. ➤ Evidence of further professional development 		A, I
Experience	<ul style="list-style-type: none"> ➤ Recent experience of working successfully as a senior leader in a school. ➤ Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice. ➤ Evidence of leadership of a significant area or phase or inclusion including responsibility for raising standards across the whole school. ➤ Evidence of experience of whole-school curriculum management leading to school improvement. ➤ Outstanding classroom practitioner with a minimum of 5 years relevant experience in Primary education ➤ Experience of working across the Key Stages. 	<ul style="list-style-type: none"> ➤ Knowledge of funding streams and experience of securing external funding for projects 	A, I, T
Professional Development	<ul style="list-style-type: none"> ➤ A clear understanding of the essential qualities necessary for effective teaching and learning. ➤ Up to date knowledge of statutory regulations and guidance relating to the post. 	<ul style="list-style-type: none"> ➤ Experience of developing effective relationships with fellow professional and colleagues to improve academic and social outcomes for all pupils. 	A, I

<p>Personal qualities, skills and characteristics</p>	<ul style="list-style-type: none"> ➤ Experience of analyse of data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement. ➤ Evidence of development and review of whole school systems to ensure robust evaluation of school performance and actions to secure improvements. ➤ Lead and manage a school team/s to successfully achieve agreed goals. ➤ Be an effective team player that works collaboratively and effectively with others. ➤ Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate). ➤ Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate). ➤ Demonstrate high quality teaching strategies. ➤ Support, motivate and inspire both colleagues and pupils by leading through example. ➤ Contribute effectively to the work of the headteacher and senior leadership team. ➤ Deal successfully with situations that may include tackling difficult situations and conflict resolution. ➤ Has an experience of observing and feeding back on learning to staff in order to improve further the quality of learning and teaching across the school. ➤ Able to balance work and personal life and is considerate of the well-being of others. 	<ul style="list-style-type: none"> ➤ A determination to work with financial astuteness, and the ability to work with the SLT to ensure that the school's vision and budget is managed and operates within a clear set of principles centred on the school's vision. ➤ Work successfully with a range of external agencies. ➤ Evidence of development and review of whole school systems to ensure robust evaluation of school performance and actions to secure improvements. ➤ A determination to sustain wide, current knowledge and understanding of education and school system locally, nationally and globally, and pursue continuous professional development 	<p>A, I, T</p>
<p>Knowledge/special aptitudes</p>	<ul style="list-style-type: none"> ➤ Demonstrate a commitment to promoting the school vision and ethos. ➤ Commitment to providing a safe, calm, and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider community. ➤ Up to date knowledge of safeguarding and child protection ➤ An understanding of school self-evaluation and its link with school improvement and the Ofsted inspection process. 	<ul style="list-style-type: none"> ➤ A purposeful character who welcomes strong leadership and possesses a proven track record of supporting the Governing Body in understanding its role and delivering its functions effectively. ➤ Ongoing relevant professional self-development ➤ Have an up to date knowledge of primary school improvement strategies. ➤ Knowledge of O'Track pupil tracking software. 	<p>A, I</p>
			<p>A, I</p>