

Victoria Road  
Primary School



**Victoria Road Primary School Deputy Headteacher – Person Specification**

<b>Post Title:</b>	Deputy Headteacher
<b>School:</b>	Victoria Road Primary School
<b>Pay Range:</b>	L7 – L10
<b>Line Manager:</b>	The headteacher and governing body
<b>Supervisory responsibilities:</b>	

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**Qualifications**

1. Qualified teacher status or recognised equivalent.
2. Evidence of further professional development

**Experience – show evidence of**

3. Recent experience of working successfully as a senior leader in a school.
4. Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice.
5. Evidence of leadership of a significant area or phase or inclusion including responsibility for raising standards across the whole school.
6. Evidence of experience of whole-school curriculum management leading to school improvement.
7. Outstanding classroom practitioner with a minimum of 5 years relevant experience in Primary education
8. Experience of working across the Key Stages
9. Knowledge of funding streams and experience of securing external funding for projects

**Professional Knowledge**

10. A clear understanding of the essential qualities necessary for effective teaching and learning.
11. Up to date knowledge of statutory regulations and guidance relating to the post.
12. Experience of developing effective relationships with fellow professional and colleagues to improve academic and social outcomes for all pupils.

**Professional skills**

Can demonstrate the ability to:

13. 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.
14. Evidence of development and review of whole school systems to ensure robust evaluation of school performance and actions to secure improvements.
15. Lead and manage a school team/s to successfully achieve agreed goals.
16. Be an effective team player that works collaboratively and effectively with others.
17. Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).
18. Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).
19. Demonstrate high quality teaching strategies.
20. Support, motivate and inspire both colleagues and pupils by leading through example.

21. Contribute effectively to the work of the headteacher and senior leadership team.
22. Deal successfully with situations that may include tackling difficult situations and conflict resolution.
23. 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.
24. Able to balance work and personal life and is considerate of the well-being of others.
25. 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.
26. Work successfully with a range of external agencies.
27. Evidence of development and review of whole school systems to ensure robust evaluation of school performance and actions to secure improvements.
28. A determination to sustain wide, current knowledge and understanding of education and school system locally, nationally and globally, and pursue continuous professional development.
29. Knowledge of O'Track Pupil tracking software.

## **Commitment**

Demonstrate a commitment to:

30. Demonstrate a commitment to promoting the school vision and ethos.
31. 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.
32. Up to date knowledge of safeguarding and child protection
33. An understanding of school self-evaluation and its link with school improvement and the Ofsted inspection process.
34. 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.
35. Ongoing relevant professional self-development
36. Have an up to date knowledge of primary school improvement strategies

**N.B. Candidates who apply for this post will be asked to write a personal statement to show how they meet the selected criteria and how their examples demonstrate impact.**