

## Deputy Headteacher

### Person Specification

Salary L16-20



The college is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Criteria number	Attribute	Criteria	Rank
1.1	Experience	Successful leadership and management experience in the secondary school phase.	Essential
1.2		Experience of working successfully with staff, parents and students.	Essential
1.3		Proven track record of taking a role in raising standards, to include: monitoring and evaluation, data analysis for improvement, development of pastoral systems.	Essential
1.4		Experience of producing and implementing clear, evidence based improvement plans.	Essential
1.5		Successful experience of securing high standards of behaviour.	Essential
1.6		Experience of dealing with budgets.	Desirable
1.7		Teaching experience in more than one secondary school.	Desirable
2.1	Education and training	Qualified Teacher Status – original certificate, DfE number.	Essential
2.2		An honours degree –original certificate.	Essential
2.3		Evidence of substantial recent, relevant professional development.	Essential
3.1	Knowledge and understanding	Detailed knowledge of pastoral support systems and barriers to student engagement.	Essential
3.2		Knowledge and understanding of local and national trends in education.	Essential
3.3		Knowledge and understanding of school improvement processes.	Essential
3.4		Understanding of sharing good practice and working in partnership with other schools.	Essential
3.5		Experience of working with governors, the community and other agencies.	Desirable

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4.1	Skills and abilities	The ability to contribute to a vibrant working environment that promotes high standards of behaviour, student engagement, resilience and independence.	Essential
4.2		The ability to support a culture and ethos of challenge for all, with high expectations for the whole school community.	Essential
4.3		Skilled communicator and effective listener with well developed presentational skills.	Essential
4.4		Excellent self-management skills in time management, prioritising, planning, preparation and delivery.	Essential
4.5		The ability to motivate staff and students whilst inspiring and giving respect.	Essential
4.6		The ability to acknowledge and recognise best practice and use it as a basis for further development.	Essential
4.7		The ability to manage change effectively.	Essential
4.8		Demonstrates strong effective leadership.	Essential
4.9		Demonstrates skills of appropriate delegation.	Essential
4.10		A strategic thinker.	Essential
4.11		The ability to work under pressure.	Essential
5.1	Personal attributes	A person of integrity who inspires trust and loyalty.	Essential
5.2		Creative and inspirational.	Essential
5.3		Stamina and enthusiasm.	Essential
5.4		Commitment to an inclusive school and the pursuit of excellence.	Essential
5.5		A flexible approach to accommodate the changing needs of school and community.	Essential