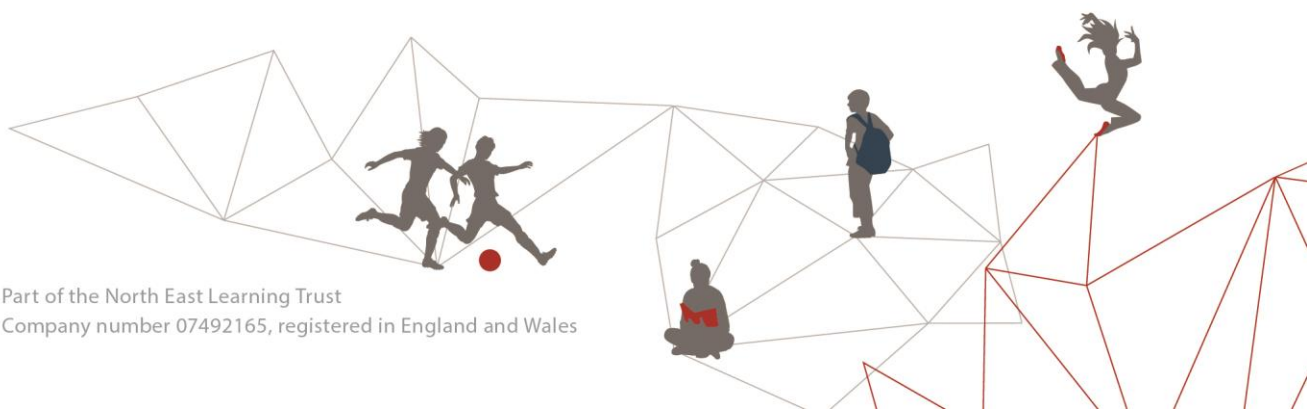


Person Specification
Deputy Headteacher
L17 – L21

<u>Specification</u>	<u>Essential/ Desirable</u>	<u>Method of Assessment</u>
EDUCATION & TRAINING		
• Qualified Teacher Status	Essential	AF/LA/C
• Good Honours Degree	Essential	AF/LA/C
• Evidence of Continued Personal and Professional Development	Essential	AF/LA/C
• Evidence of recent and relevant Personal and Professional Development e.g. NPQSL	Desirable	AF/LA/C
• Embarked upon or interested in commencing NPQH	Desirable	AF/LA/C
RELEVANT EXPERIENCE		
• Relevant and recent senior leadership experience	Essential	AF/LA/R/SP
• Understanding of current trends in education	Essential	AF/LA/R/SP
• Successful teaching experience in at least two secondary schools or a significant variety of roles in the same school	Essential	AF/LA/R/SP
• Data analysis and target setting at all levels	Essential	AF/LA/R/SP
• Leading large and varied teams effectively	Essential	AF/LA/R/SP
• Significant experience of successfully leading change	Essential	AF/LA/R/SP
• Proven track record in implementing strategies and interventions to rapidly raise achievement and standards	Essential	AF/LA/R/SP
• Effectively tackling under performance in staff and students	Essential	AF/LA/R/SP
• Developing school wide systems and policies e.g., Quality Assurance, School Self Evaluation, CPD, Performance Management	Essential	AF/LA/R/SP
• Contact with parents/carers, governors and the wider community	Essential	AF/LA/R/SP
• Evidence of managing the process of change effectively	Essential	AF/LA/R/SP
• Experience of working within a Teaching School	Desirable	AF/LA/R/SP
• Whole School Development and Improvement planning within a secondary school	Desirable	AF/LA/R/SP
• Resource and financial management, monitoring and evaluation	Desirable	AF/LA/R/SP
• Understanding of the latest development in curriculum design	Desirable	AF/LA/R/SP
APTITUDE AND SKILLS		



• An excellent classroom teacher	Essential	AF/LA/R/SP
• Ability to see things through to completion	Essential	AF/LA/R/SP
• A reflective practitioner able to evaluate practice and embed a process of continuous improvement	Essential	AF/LA/R/SP
• An inspirational style that imparts confidence, motivates staff, parents/carers and students	Essential	AF/LA/R/SP
• Ability to analyse and interpret information to make informed decisions and exercise good judgement	Essential	AF/LA/R/SP
• Ability to create and maintain strong supportive relationships with staff, parents/carers, students, the community and others	Essential	AF/LA/R/SP
• Ability to be innovative, creative and tenacious	Essential	AF/LA/R/SP
• Good reasoning powers and ability to make balanced judgements in a variety of situations	Essential	AF/LA/R/SP
• Promote creativity, innovation and the use of appropriate new technologies to achieve excellence	Essential	AF/LA/R/SP
• Consistently demonstrate a high level of skill in the effective use of data to track and evaluate the performance of students and implement appropriate intervention	Essential	AF/LA/R/SP
• Proven ability to drive forward a number of initiatives and achieve results	Desirable	AF/LA/R/SP
• Ability to represent school at a local and national level	Desirable	AF/LA/R/SP
LEADERSHIP AND MANAGEMENT		
• Ability to contribute to the strategic direction of the academy	Essential	AF/LA/R/SP
• Ability to develop and implement operational policies to deliver the strategic vision for the academy	Essential	AF/LA/R/SP
• Leadership and management skills to improve and maintain level of attainment and success	Essential	AF/LA/R/SP
• Ability to lead, coordinate, delegate and empower	Essential	AF/LA/R/SP
• Ability to manage change and work under pressure of changing circumstances	Essential	AF/LA/R/SP
KNOWLEDGE, COMPETENCE AND UNDERSTANDING		
• Statutory education frameworks	Essential	AF/LA/R/SP
• Strategic planning processes	Essential	AF/LA/R/SP
• Principles and strategies of school improvement	Essential	AF/LA/R/SP
• Understanding the work of the academy governors	Desirable	AF/LA/R/SP
• Current educational issues specifically in education for 11-16 range, adjacent phases and transition	Desirable	AF/LA/R/SP
OTHER QUALITIES		
• An exceptional role model with high standards of integrity and approachability	Essential	AF/LA/R/SP
• Model the vision and values of the academy	Essential	AF/LA/R/SP
• A belief that everyone has an entitlement to high quality educational opportunities	Essential	AF/LA/R/SP

<ul style="list-style-type: none"> • A 'can do' approach and a positive attitude to innovation and change 				Essential	AF/LA/R/SP
<ul style="list-style-type: none"> • Excellent interpersonal skills and the ability to inspire, challenge, motivate and empower others to carry the vision forward 				Essential	AF/LA/R/SP
<ul style="list-style-type: none"> • Ability to take the initiative and also to work well as part of a team 				Essential	AF/LA/R/SP
<ul style="list-style-type: none"> • Excellent organisational skills and ability to manage own workload 				Essential	AF/LA/R/SP
PERSONAL QUALITIES					
<ul style="list-style-type: none"> • Flexibility, creativity and the ability to think laterally 				Essential	AF/LA/R/SP
<ul style="list-style-type: none"> • Stamina and a capacity for hard work 				Essential	AF/LA/R/SP
<ul style="list-style-type: none"> • The ability to be reflective and self-critical 				Essential	AF/LA/R/SP
<ul style="list-style-type: none"> • Open and approachable with a vision that inspires others but is also rooted in reality 				Essential	AF/LA/R/SP
Key	Application Form	Letter of Application	Certificates	References	Selection Process
	AF	LA	C	R	SP