**PERSON SPECIFICATION DEPUTY HEADTEACHER**

**St George’s C.E Primary School**

| **Category** | **Essential** | **Desirable** |
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| 1. **Qualifications/ Professional Development**
 | * + Qualified teacher status
* Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning
 | * Experience of working with other schools/organisations/agencies
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| 1. **Teaching & Learning**
 | * Experience of leading one or more subject areas
* Teaching experience at an outstanding grade
* Experience throughout the primary range
* A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
* Knowledge and experience of a range

of teaching and learning strategies to meet the needs of all pupils* A secure understanding of the new National Curriculum
 | * Experience of teaching in more than one school
* Experience of early years
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| 1. **Leadership**
 | * Experience of working and leading staff teams
* Ability to delegate work and support colleagues in undertaking responsibilities
* Experience of middle leadership
* Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school
* Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement
* Ability to analyse data, to aid school improvement
* Experience of leading staff meeting to support school development
* Experience of appraisal and supporting the professional development of colleagues
* Clear understanding of safeguarding, including child protection and E-Safety expectations
 | * Involvement in staff recruitment, appointment/induction.

 * Experience of working alongside the governing body
* Experience of working in a collaboration
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| 1. **Accountability**
 | * Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors,
 | * Experience of presenting reports to governors
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| 1. **Skills & Qualities**
 | * Outstanding teaching skills
* Strong commitment to the school vision
* High expectations of pupils’ learning and attainment
* Strong commitment to school improvement and raising achievement for all
* Ability to build and maintain good relationships
* Ability to remain positive and enthusiastic when working under pressure
* Ability to organise work, prioritise tasks, make decisions and manage time effectively
* Empathy with children
* Good communication skills
* Good interpersonal skills
* Stamina and resilience
* Effective ICT skills
* Ability to identify own learning needs
 | * Experience of working in a church of England school
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