**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 |
| 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 |
| 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 |
| 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 |
| 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 |