**DEPUTY HEADTEACHER PERSON SPECIFICATION**

**DEPUTY HEADTEACHER HARTBURN PRIMARY SCHOOL**

Please use the key below so that you know where we will look for evidence that the criteria have been met.

A = Application

R = Reference

P = Presentation

FI = Formal Interview

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| --- | --- | --- | --- | --- | --- |
|  |  | **Essential** |  | Desirable | **Sources of Evidence** |
| **Education and Training** | **1** | Recognised QTS |  |  | **A** |
| **2** | Evidence of commitment to own professional development | **17** | NPQH qualification | **A/FI** |
| **Relevant Experience** | **3** | Sustained experience of teaching in EYFS / KS1 and KS2 |  |  | **A/R** |
| **4** | Excellent classroom teacher with a proven commitment to improving the quality of children’s learning | **R/FI** |
| **5** | Knowledge and experience of School Improvement Planning, SEF and curriculum planning |  |  | **A/R/P** |
| **6** | Evidence of successful leadership – Core Subjects | **18** | Leadership/Management training/experience | **A/R/P** |
| **7** | Evidence of liaising collaboratively with colleagues | **19** | Experience in organising and leading collective worship | **A/R/FI** |
| **8** | Knowledge and commitment to effective assessment for learning and behaviour for learning | **20** | Knowledge of different organisational structures | **A/FI** |
| **9** | Experience of monitoring teaching and learning | **21** | Experience of Appraisal Management | **A/FI/R** |
| **10** | Understanding the importance of using data to raise standards | **22** | Experience and understanding of IT as a management tool | **FI** |
|  |  | **23** | Evidence of participating in and developing extra-curricular activities | **A** |
| **Skills and Aptitudes** | **11** | Commitment to the current safeguarding agenda and promoting the welfare of children and young people | **24** | Ability to foster links with local community and with other schools, locally, nationally and internationally | **FI** |
| **12** | Ability to enthuse and lead a team with sensitivity and energy |  |  | **R/FI** |
| **13** | Ability to motivate and communicate effectively with a wide range of stakeholders | **25** | Experience of effective working with Governors | **FI/R** |
| **14** | Experience of change management |  |  | **A** |
| **15** | Passionate about children’s learning |  |  | **P/FI** |
| **16** | Stamina / resilience |  |  | **FI** |