**POST OF ASSOCIATE DEPUTY HEADTEACHER (PASTORAL AND STUDENT WELFARE) - PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Well qualified graduate with qualified teacher status
 | * Evidence of continuing professional development which could include working towards or attainment of Leadership Pathways, NPQH or NPQSL, NPQML, LftM, MLDP.
 | * Application form
* Certificates
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| **Experience** | * Experience of successful team leadership within your area of specialism
* Outstanding teaching ability
* Evidence of raising achievement both in relation to student progress and attainment
* Demonstrate evidence of raising the standards of teaching and learning within your area of specialism
* Use of technology to improve systems that raise student achievement
 | * Experience of working in a wider context than an individual school
* Leading of CPD within your area of specialism
* Experience at Leadership Team level
* Whole school responsibility
 | * Application form
* Letter of application
* Interview
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| **Professional Development** | * Experience of contributing to staff development
 | * Performance management experience
* Evidence of leading on the professional development of other staff
 | * Application form
* Letter of application
* Interview
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| **Personal Qualities, Skills and Characteristics** | * Build and maintain effective relationships through effective interpersonal skills
* Excellent leadership, motivational and communication skills
* Inspire, challenge, motivate and empower others
* Think creatively to anticipate and solve problems
* Build on current good practice whilst moving the school forward with vision and vigour
* Inclusive approach to education
* Knowledge of value-added systems and data analysis
* Resilience and tenacity
* Knowledge of varied approaches to learning
 | * Knows what outstanding looks like and the proven ability to develop outstanding practice
* High expectations of self and others
* Manage and resolve conflict
* Work under pressure, maintaining a sense of perspective and humour
* Sufficient ICT skills to cope with admin software competently and confidently and willingness to keep developing these
* Commitment, honesty and dedication
 | * Letter of application
* Interview
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| **Knowledge/Special Aptitudes** | * Knowledge and expertise of quality assurance and raising achievement strategies
* Knowledge of current educational trends, curriculum developments and educational initiatives
* Excellent classroom teaching skills
* Excellent knowledge and understanding of diversity and equality requirements
* Knowledge of latest Ofsted requirements relating to Learning, Teaching and Self-Evaluation
 | * Direct participation within raising achievement in a school setting
* Excellent strategies for discipline
* A dedication to high academic standards
* Ability to think strategically
* Awareness of curriculum issues and whole school development of learning and teaching
 | * Letter of application
* Interview
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| **Other** | * Outstanding references
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