**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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **Other** | * Outstanding references |  |  |