

Diamond Hall Infant Academy, Well Street,

Sunderland SR4 6JF

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Web Site: [www.diamondhallinfantacademy.co.uk](http://www.diamondhallinfantacademy.co.uk)

Head Teacher: Mrs S Collingwood

**DIAMOND HALL INFANT ACADEMY**

**PERSON SPECIFICATION**

**DEPUTY HEADTEACHER**

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| **Category** | **Essential** | **Desirable** | **Method of Assessment** |
| Application | Fully supported by references | Fully supported by references | Application |
| * QUALIFICATION CRITERIA
 | * First or second class (Hons) degree
* QTS
* Evidence of significant & continuing professional development (NPQSL or equivalent)
 | * Existing SLT (Assistant Headteacher/ EYFS/ KS1 lead)
 | * Application Form
* Application/Interview/Supporting Statement
 |
| * EXPERIENCE
 | * Successful leadership of whole school innovation/projects
* Highly effective classroom practitioner (EYFS/ KS1)
* Experience of teaching in a diverse school, in areas of high deprivation
* Proven track record of improving outcomes
* Have the necessary experience to give clear leadership of curriculum and pastoral issues
* Deep understanding of safeguarding practice and principles in an educational setting
 | * Significant experience of senior leadership
* Experience leading on staffing and resources
* Experience of overseeing trainee and early career teachers including mentoring
* Experience of monitoring and evaluating attendance
* Experience as a Designated Safeguarding Lead
 | * Application Form/ Supporting Statement
* Interview
* Reference
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| * PROFESSIONAL SKILLS
 | * Be able to further improve pupil outcomes for all
* Demonstrate a commitment to quality and excellence in teaching and learning of young children
* Have the ability to analyse data, and implement successful improvement strategies to improve outcomes
* Be skilled in the effective coaching and support of all staff and monitoring of performance of people and processes
* Challenge, support, influence and motivate staff and pupils to improve performance and meet high expectations
* Have the ability to identify and build on the strengths and expertise of individual staff and teams
* Manage the school efficiently and effectively on a day to day basis
 | * Have an understanding of the effective use of ICT to enhance teaching and learning
* Leadership and management development
* Be skilled in the development of evidence informed practice
 | * Application/Supporting Statement
* Interview
* Reference
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| * KNOWLEDGE Understanding of:
 | * Development and management of an ambitious infant school curriculum, tailored to meet the needs of the children and context of the school
* Early Years Foundation Stage framework and subsequent effective strategies to facilitate young children’s learning
* Principles of effective teaching and learning including:
* cognitive and metacognitive strategies and how these are used to support effective T&L
* Early language acquisition including those with EAL and effective strategies to support/ develop language
* Early reading and phonics
* Complex SEND
* Strategies to adapt the curriculum to ensure it is accessible for all learners including those with SEND
* National curriculum requirements for KS1
* Technology and data infrastructure and resources, and how these can be deployed to make effective use of pupil data
* Highly effective CPD for staff improvement
 | * The context of Diamond Hall Infant Academy
* Current OFSTED framework and effective self-evaluation including accurate use of data in analysis and directing subsequent action
* The legislative framework for the school’s work, including Governance
 | * Application/Supporting Statement
* Interview
* Reference
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| * LEADERSHIP AND MANAGEMENT Evidence of:
 | * Strong leadership qualities with a demonstrable record of managing educational responsibilities
* Examples of successful leadership of school improvement projects

Being adaptable and open-minded * The ability to translate vision into practical policies and effective action
 | * Effective leadership in a Senior Leadership Team role
 | * Application/Supporting Statement
* Interview
* Reference
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| * VISION
* Commitment to:
 | * Raising standards and achievement for all children
* Ensuring the curriculum is ambitious, meaningful, yet accessible for all learners
* High quality teaching, learning and assessment practices
* Expanding the range of educational opportunities for all students including first hand, real life experiences
* Collaborative work with other schools and agencies for the well-being of all students and their families
 |  | * Application/Supporting Statement
* Interview
* Reference
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| * PERSONAL ATTRIBUTES
 | * Be able to relate to all pupils regardless of their background and disposition in a positive and constructive way and inspire them to become the very best version of themselves
* Have the capacity to earn the respect of pupils, staff, governors, and parents
* Possess integrity, optimism, resilience and a well-developed sense of proportion and humour
* Possess excellent written and verbal communication skills
* Be committed to furthering the relationship with local communities
 | * Act as an outstanding ambassador for the school
 | * Application/Supporting Statement
* Interview
* Reference
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Name of Author: Laura Park

Date: April 2024