

Diamond Hall Infant Academy, Well Street,

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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 |
| * 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 |
| * 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 |
| * 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 |
| * 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 |
| * 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 |

Name of Author: Laura Park

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