



Person Specification

JOB TITLE:	Deputy Headteacher
DATE:	September 2022
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Senior Leadership (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school's/trust's context	E		✓	✓	
5. Thorough understanding of how young people learn, the core features of effective school systems in supporting a positive culture, and climate, to ensure success in all areas of School life.	E		✓	✓	
6. Thorough and wide knowledge of safeguarding issues	E			✓	
7. Knowledge of the SEND Code of Practice	E	✓			
Experience					
8. Outstanding teacher with a track record of improving outcomes	E	✓			✓
9. Experience as a Senior Leader in a Secondary School	E	✓			✓
10. Evidence of impact on raising standards and improving outcomes	E	✓			

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11. Proven track record in strategically leading, planning, delivering and evaluating in achieving successful outcomes	E			✓	
12. a. Experience of leading aspects of safeguarding b. Experience of leading on whole school attendance or areas of attendance.	E			✓	
13. Experience of working collaboratively with leaders in other schools to achieve shared priorities and/or of supporting other schools	E	✓		✓	✓
14. Experience of accurately analysing quantitative and qualitative data to evaluate School performance and identify School Improvement priorities and actions	E	✓		✓	✓
15. Track record of successfully implementing whole School strategies to improve pupil outcomes and raising aspirations	E	✓		✓	✓
16. Evidence of successfully developing teams of professionals, delegating with accountability and managing change	E	✓		✓	✓
Skills and competencies					
17. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young people's lives	E		✓	✓	
18. Ability to put assessment frameworks into practice	E	✓	✓		
19. Demands ambitious standards and high expectations for all pupils.	E		✓	✓	
20. Demonstrates behaviours consistent with the trust's values: Aspirational, Collaborative, Inclusive, Innovative, Responsible	E		✓	✓	