



St John's Mead Primary School

Personal Specification Deputy Headteacher

Qualifications

Essential	Desirable
<ul style="list-style-type: none"> • Qualified Teacher status • Honours degree or equivalent qualification • Recent management/leadership training • Evidence of commitment to on-going, relevant professional self-development 	<ul style="list-style-type: none"> • Further Professional Qualifications • Leadership Pathways

Experience

Essential	Desirable
<ul style="list-style-type: none"> • Successful leadership at Key Stage or subject level • Experience of teaching in KS1 and KS2 • At least five years teaching experience • Evidence of whole school responsibilities and experience of turning policy into effective and successful practice • Experience of leading and managing a major school initiative • Member of a school leadership team 	<ul style="list-style-type: none"> • Experience of more than one school • Experience of working with feeder/transfer schools and other external agencies • Experience of leadership role during recent Ofsted inspection • Experience of working with governors and parents • Recent training and responsibility for safeguarding and child protection

Personal and Professional Skills

Essential	Desirable
<ul style="list-style-type: none"> • Ability to deputise and contribute effectively to the work of the headteacher and SLT • Ability to develop and review whole school systems to ensure robust evaluation of school performance and actions to secure improvements. • An understanding of the nature of the partnership between head and deputy • Excellent classroom practitioner committed to high quality, stimulating learning environments • Carry out teaching duties in accordance with the school's schemes of work and National Curriculum • Strategies to raise achievement, challenge and inspire pupils to make excellent progress • Be sympathetic to the aims and Christian values of the school and lead, motivate and inspire others in a supportive and positive, spiritual manner 	<ul style="list-style-type: none"> • Experience of, or ability to, support in staff appraisal • Able to motivate and inspire confidence in pupils, staff, parents, governors and the wider community in order to further develop and promote the school • Experience of leading INSET and parent meetings • Confident in the use of ICT • Experience of leading after school clubs • Experience and capacity to develop the school's vision in partnership with all stakeholders

<ul style="list-style-type: none"> • Be a positive, active contributor to the life of the school • Reflecting positively to and showing respect for all members of the school and wider community • Deal successfully with situations that may include tackling difficult situations and conflict resolution • Have the desire to use creativity to deliver the curriculum effectively • Be enthusiastic and energetic and able to respond to challenge in a calm and constructive manner • Able to work effectively as part of a team to successfully achieve agreed goals • Communicate effectively to a wide range of audiences (verbal, written, using IT as appropriate). • Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate). • Be reflective of their own practice and the practice of others • Be aware of new initiatives and how they can improve the learning in our school • Understand and implement the targeting of improvement, both for individual pupils and the school as a whole • Ability to analyse data and plan actions for whole school improvement 	<ul style="list-style-type: none"> • Understand and actively promote equal opportunities and inclusion
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Knowledge and understanding

Essential	Desirable
<ul style="list-style-type: none"> • Leadership, team building • Strategies for raising pupil attainment • Assessment and pupil progress • Target setting, pupil tracking and analysis of pupil performance • New Curriculum and up-to-date awareness of developments within primary education • Involvement in school self evaluation 	<ul style="list-style-type: none"> • Staff coaching • SEN code of practice, Gifted and Talented provision • Attendance • Creative curriculum