

RUCSTALL PRIMARY SCHOOL

PERSON SPECIFICATION

Deputy Headteacher

Qualifications and Professional Status

Criteria	Essential	Desirable
Qualified Teacher Status	✓	
Degree or equivalent qualification	✓	
Evidence of sustained professional development	✓	
Designated Safeguarding Lead training	✓	
NPQSL, NPQH or equivalent leadership qualification		✓
Safer Recruitment training		✓

Leadership Experience

Criteria	Essential	Desirable
Successful experience as a senior leader in a primary school	✓	
Experience of leading whole-school initiatives	✓	
Experience of supporting school improvement	✓	
Experience of working successfully with governors	✓	
Experience of leading operational systems in a school	✓	
Experience of deputising for a Headteacher		✓

Safeguarding and Attendance

Criteria	Essential	Desirable
Significant safeguarding leadership experience	✓	
Experience as a DSL or Deputy DSL	✓	

Strong knowledge of safeguarding legislation and statutory guidance	✓	
Experience of managing complex safeguarding cases	✓	
Experience of leading attendance improvement	✓	
Experience of working with external agencies and families	✓	
Experience of leading Early Help processes		✓

Teaching, Learning and Curriculum

Criteria	Essential	Desirable
Excellent classroom practitioner	✓	
Evidence of raising standards in teaching and learning	✓	
Experience of leading a curriculum subject	✓	
Experience of supporting and developing subject leaders	✓	
Understanding of curriculum progression and implementation	✓	
Experience of leading Reading		✓
Experience of leading Computing		✓

Staff Leadership and Development

Criteria	Essential	Desirable
Ability to coach and develop colleagues	✓	
Experience of leading professional development	✓	
Experience of supporting ECTs	✓	
Ability to lead teams positively and effectively	✓	
Experience of performance management processes		✓

Personal Qualities

Criteria	Essential	Desirable
Commitment to the values of Rucstall Primary School	✓	
Integrity, resilience and professionalism	✓	
Highly organised and efficient	✓	
Excellent interpersonal skills	✓	
Ability to build positive relationships with pupils, staff and families	✓	
Calm and solution-focused approach	✓	
Visible and approachable leadership style	✓	
Commitment to ongoing professional development	✓	
A positive sense of humour combined with drive and determination	✓	