



Deputy Head Teacher: Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree in a subject relevant to the post • Qualified Teacher status • Evidence of continued professional development relating to school leadership and management and teaching and learning 	<ul style="list-style-type: none"> • Higher degree or further professional qualification • Accredited CPD related to effective leadership (e.g. NPQSL or similar)
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children • Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community • Generalist Safeguarding qualification 	<ul style="list-style-type: none"> • DSL qualification • Safer recruitment qualification
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • At least 5 years of successful primary classroom experience and at least 3 years of Middle/Senior Leadership experience as Phase Lead/Assistant Head Teacher/Deputy Head Teacher • Excellent classroom practitioner in the primary age range • Experience of teaching in at least two of the three key stages • Experience of improving skills of other practitioners • Outstanding skills in and knowledge of pedagogy to effectively lead teaching and learning • A secure understanding of the requirement of the National Curriculum and EYFS framework • A strong commitment to inclusion with high expectations for all learners 	<ul style="list-style-type: none"> • Experience of working with governors to enable them to fulfil whole school responsibilities • Experience of working in at least two schools • Evidence of having successfully translated vision into reality at whole school level

	<ul style="list-style-type: none"> • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management • Knowledge of the role of Governing body • Effective ICT Skills 	
Strategic Leadership	<ul style="list-style-type: none"> • Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these • Evidence of using successful strategies for planning, implementing, monitoring and evaluating school improvement • Ability to delegate where appropriate and to support others in undertaking responsibilities • Ability to articulate and share the vision of Bure Park Primary School • Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school • Ability to communicate clearly with parents, staff and governors 	<ul style="list-style-type: none"> • Experience of undertaking effective performance management. • An understanding of financial and resource management • Experience of managing underperformance
Personal Qualities	<ul style="list-style-type: none"> • Self-motivated and able to work to fixed deadlines • Positive, innovative and solution focused • Strong interpersonal skills • Enthusiastic and energetic • Team player • Calm and patient • Flexible and professional • Punctual and reliable • Committed to continuing professional development • Commitment to whole-school development • When appropriate, willingness to undergo further training • Energised by new and exciting challenges 	

