**Person Specification – Deputy Principal, Quality of Education**

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| Attributes | Essential | Evidence |
| Education, Training and Qualifications | * Qualified Teacher Status * Relevant first degree e.g. in teaching or subject area of the curriculum * Middle Leader qualification or higher * Evidence of continuing professional development or relevant research | Application form |
| Experience and Knowledge | * Experience of senior leadership work in an education setting . Alternative Provision/PRU setting preferred but not essential. * Experience of thinking strategically to impact positively on whole school outcomes * Experience of successful leadership, demonstrating the ability to develop and lead high achieving staff and students * Extensive experience of curriculum coordination and development * Extensive knowledge of curriculum frameworks and qualifications * Experience of outstanding practice in curriculum planning, development, assessment and evaluation of student progress * Experience of preparing for Ofsted/HMI Inspections * Experience of developing, implementing and monitoring school development plans and school policies to deliver the strategic vision for the school * Experience of – or a commitment to – teaching and learning within a whole-school approach * Proven experience of teaching across KS3 and KS4 * Successful track record of outstanding teaching to a wide range of abilities and levels of need * Experience of providing curriculum teaching and learning training to a range of audiences, including parents/carers * Experience of successfully leading and managing a teaching and learning team. Cross-curricular experience is desirable but not essential. * Experience of managing and monitoring budgets * Experience of effectively managing, analysing and presenting student data * Understanding of leadership approaches to maintain the highest standards of instruction * Specific knowledge and understanding of wide-ranging, current teaching and learning pedagogies to promote positive outcomes for young people * A proven track record of evaluating the impact of teaching and learning programmes/intervention * Knowledge of National Curriculum and exam board specifications * Experience of undertaking staff performance management and acting on any issues that arise from reviews | Application form  Reference  Interview |
| Skills and Abilities | * Excellent communication skills * Excellent personal skills and attitude including self-management, honesty, self-reflection and resilience * Ability to analyse and compile reports, documents and statistical information for a wider audience | Application form  Reference  Interview |
| Personal | * Absolute commitment to go ‘the extra mile’ for all our young people * Knowledge, understanding and personal commitment to safeguarding and promoting the welfare of children and young people * Evidence of excellent interpersonal and communication * Exceptional role model with high standards of integrity and approachability * Ability to work under pressure and plan, prioritise own workload and that of others * Holds high aspirations for young people and is passionate about providing learning opportunities for them which prepare them well for adulthood * Enthusiasm, motivation and commitment to driving up standards of achievement for all * Calm under pressure with a good sense of humour * A strong team player * Ability to develop a sense of community, generate trust and build influence with a range of stakeholders * Ability to recognise and respond effectively to the particular issues faced by disadvantaged young people with challenging behaviour and their families | Application form  Reference  Interview |
| Other Requirements | * 100% commitment to the values and ethos of the Beacon of Light School | Application form  Reference  Interview |