SPECIFICATION FOR THE POST OF DEPUTY HEADTEACHER

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Application	➤ Well-structured supporting letter indicating evidence of impact on attainment and progress that has resulted in sustained improvement in pupil achievement		
Qualifications	➤ QTS ➤ Degree ➤ NPQML/NPQSL or evidence of further study/qualifications – this could be ongoing ➤ DBS	➤ NPQH	➤ Application ➤ Reference ➤ Certificates
Experience	➤ Experience of working across the Primary Age Range ➤ Outstanding classroom practitioner ➤ Demonstrable evidence of Senior Leadership experience e.g. SLT, Assistant Head, Deputy Head involving a range of School Self Evaluation exercises ➤ Effective leadership in raising standards of 'Teaching and Learning' ➤ Experience of the successful, effective management of change ➤ Experience of improving the skills of other practitioners through the development of innovative learning and teaching ➤ Effective line management of staff ➤ Experience of promoting safeguarding procedures in school	➤ A range of leadership, management and teaching experience in more than one context ➤ Experience of impacting and working in a wider context than an individual School	➤ Application ➤ Task ➤ Interview ➤ References
Professional Knowledge/ Understanding and general competencies	➤ Experience of planning and managing high quality training and sustained professional development which significantly impacts on practitioners ➤ Curriculum management that has resulted in successful change and improvement on provision for all ➤ Up to date knowledge and understanding of current	➤ Knowledge and understanding of budget management ➤ Knowledge and understanding of the role of the Governing Body ➤ Impact of initiating, developing and leading on an initiative/project beyond own school	➤ Application ➤ Task ➤ References ➤ Interview

	developments, pedagogy and initiatives within education, including Curriculum and Assessment ➢ Excellent understanding of inclusion and breaking down barriers for pupils and families ➢ Lead by example with integrity, creativity, resilience and clarity ➢ Promote an ethos and culture that is firmly rooted in professionalism and which all staff are motivated, supported and valued ➢ Ability to analyse and evaluate School Self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives, develop short, medium and long term strategic plans, set targets and monitor/evaluate progress towards these ➢ A clear vision and understanding of the needs of all pupils in order to close gaps in achievement ➢ Detailed knowledge of the structure and content of the Primary Curriculum ➢ Understanding and knowledge of SEND Code of Practice ➢ Excellent knowledge and understanding of diversity and equality requirements ➢ To have a knowledge and understanding of Key Stage 1 and 2 ➢ Excellent strategies for behaviour for learning ➢ Ability to think strategically ➢ A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school ➢ To be able to exemplify how the needs of all pupils have been met through high quality teaching ➢ Ability to both challenge and support colleagues in order to raise standards throughout the school	➢ Ability to demonstrate knowledge and understanding of how relationships should be fostered and developed between the school, local Church and its community ➢ To have a knowledge and understanding of Early Years	
Personal qualities, skills and characteristics	➢ Evidence of being able to sustain effective working relationships with staff, Governors, parents and the wider community ➢ Have a strong commitment to the Christian vision and the ability to implement the school's vision and to create a shared culture reflecting the school's Christian ethos		➢ Application form ➢ Interview ➢ References

	➢ Ability to organise work, prioritise tasks, make decisions and manage time effectively ➢ Flexibility and adaptability ➢ Positive approach to all work ➢ Ability to remain positive and enthusiastic when working under pressure ➢ Integrity, honesty and openness		
References	➢ Recommendation from both referees	➢ Strong recommendation	➢ References