



Deputy Head of School Person Specification

Attributes	Essential		Desirable	Evidence
Education, Training and Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Good Honours Degree • Evidence of recent and relevant professional development 		<ul style="list-style-type: none"> • Higher degree or NPQH • Degree in Maths or Science subjects 	Application form and letter
Experience and Knowledge	<ul style="list-style-type: none"> • Understanding of current themes and policies in education • Senior Leadership Team experience • Successful teaching experience • Leading teams effectively • Proven track record in implementing strategies and interventions to rapidly raise achievement and standards • Impact on student outcomes • Effectively tackling under performance in staff and/or students • Developing and implementing school wide systems such as School Self Evaluation and Appraisal • Effective working with variety of stakeholders such as students, parents, governors and the wider community 		<ul style="list-style-type: none"> • Timetabling experience • Experience teaching Maths or Science • Experience of other phases of education • Data analysis 	Application form, letter, interview activities and references
Skills and Abilities	<ul style="list-style-type: none"> • Strong classroom teacher and role model for others • Able to inspire, challenge and motivate others • Strategic planner and thinker • Anticipate problems and develop creative solutions • Set and achieve ambitious, challenging goals and targets for self and others • Listen to and reflect on feedback from others • Excellent presentation skills • High level of oral, written and ICT skills • Able to build and maintain positive relationships with individuals and groups • Ability to manage change, conflict and empower others • Prioritise, plan and organise self and others • Good reasoning powers and ability to make balanced judgements in a variety of situations 		<ul style="list-style-type: none"> • Use of data including ability to analyse and form action plans from basic information • Ability to represent school at a local and national level • Collaboration with others within and beyond the school 	Letter, references, interview and activities
Drive and Ambition	<ul style="list-style-type: none"> • Ambitious for the school and self • Optimistic approach • Genuine concern for the welfare of staff and pupils 			Letter, references and interview
Personal Qualities	<ul style="list-style-type: none"> • Able to work under pressure • Willing to accept the demands and challenges of the post and respond in a flexible manner • A strong sense of loyalty, integrity, enthusiasm and dynamism • A strong sense of professionalism, commitment to upholding standards and setting an appropriate example 			References and interview