

## Person Specification Deputy Headteacher Inclusion



Essential Expertise	Shortlisting	Interview	Task	Feedback on a lesson
Qualified Teacher Status	x			
Evidence of recent/continued professional development and learning that prepares for this post	x	x		
Evidence of post graduate qualification (desired)	x			
Evidence of SEND qualification (Essential)	X	x		
Proven successful leadership at senior management level of delivering high quality education in a primary school as a deputy or assistant head teacher	x	x		
Experience of developing a differentiated and creative curriculum to pupils with a diverse range of social, emotional, cultural, intellectual and physical needs	x	x		
Substantial experience in using whole school and national data to drive school improvement	x	x	x	
Thorough knowledge of the ways in which new and emerging technologies are used to support learning and teaching		x	x	x
Evidence of personal enthusiasm for and commitment to the principles of effective teaching and assessment for learning;			x	x
Thorough knowledge and understanding of the different aspects of assessments and how each can impact on raising standards;		x		x
Sound understanding of how children learn and effective teaching methods including models of behaviour and attendance management;		x	x	x
Evidence of raising standards for all in the pursuit of excellence.	x	x	x	x
Evidence of successfully leading change, creativity and innovation;	x	x		
Ability to plan strategically, build and communicate a coherent vision in a range of compelling ways.	x	x		

Ability to use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance.		x	x	
Experience of effectively managing the impact of change on organisations and individuals	x	x		
Ability to challenge, influence and motivate staff to attain high goals to deliver improvement within the school.		x	x	x
Ability to create and implement a strategic aspect of the School Development and Improvement Plan based on effective self-review which identifies priorities and targets and includes all staff to ensure that pupils achieve high standards and make good progress.		x	x	
Ability to promote continuing professional development for self and others within the school.	x	x		
Evidence of an understanding of effective appraisal and the potential for the development of all staff.		x		
Evidence of the ability to build and maintain effective relationships with parents, carers, partners, governors and the community, that enhance the education of all pupils.	x	x	x	
Evidence of a commitment to safeguarding and promoting the welfare of children and young people	x	x	x	
Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school.	x	x		