

St Edmundsbury CEVA Primary School Deputy Headteacher – Person Specification

<i>Essential</i>	<i>Desirable</i>
Qualifications	
<ul style="list-style-type: none"> • Qualified Teacher status • Good honours degree 	<ul style="list-style-type: none"> • Evidence of additional further educational qualifications
Experience	
<ul style="list-style-type: none"> • Substantial successful teaching experience in the primary age range and has the ability to demonstrate good teaching practice which ensures accelerated learning in the classes they teach. • Leadership experience in the primary age Range which has had impact on pupil standards and progress • Experience of Assessment for Learning and one or more of: Creative Curriculum, Literacy, Professional Development 	<ul style="list-style-type: none"> • Experience of working with and involving school Governors • Experience of teaching in more than one key stage • Experience of working with and developing links with the community • Has led the development of an innovative, motivating school curriculum
Knowledge & Understanding	
<ul style="list-style-type: none"> • Confident use of ICT communication skills • Knowledge and understanding of data analysis and the ability to use data to set targets for improvement • Confident in whole school self-evaluation • Up to date knowledge & understanding of the current national education agenda • Understanding of how children & adults learn and effectively apply their learning • Awareness of strategies (including effective AfL) that enable pupils of all abilities and groups to make accelerated progress • Recent experience of teaching • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management • Keen to use recent, relevant educational research and thinking to support the school's vision 	<ul style="list-style-type: none"> • Experience of Deputy Headship • Experience of financial management in schools
Leadership Skills	
<ul style="list-style-type: none"> • Positive sense of purpose and direction • Resilience when faced with a challenge • Evidence of highly effective teaching in more than one year group • Evidence of successful school improvement planning and delivery • Ability to lead and develop the schools Curriculum • Evidence of leading and managing people to work both individually and in teams • Ability to delegate and monitor effectively • Aid the Head to initiate and manage change 	<ul style="list-style-type: none"> • Has been instrumental in improving the practice of colleagues as an appraiser. • Capable of holding colleagues to account for their responsibilities • Holds or is interested in holding NPQH / NPQSL

<ul style="list-style-type: none"> • Ability to motivate and inspire others to have high standards through enthusiastic, innovative approaches to learning and teaching that enable all children to achieve • Seeks advice and support when necessary • Deals sensitively with people and resolve conflicts. • Committed to achievement for every child and raising expectations in partnership with families. 	
Safeguarding	
<ul style="list-style-type: none"> • St Edmundsbury CEVA Primary is committed to Safeguarding and promoting the welfare of children and expects all staff to share this commitment. • Has had Group 2 training and is secure in Safeguarding procedures • Full, clear enhanced DBS check 	<ul style="list-style-type: none"> • Is a Senior Designated Person or alternate in their setting
Decision-making Skills	
<ul style="list-style-type: none"> • Ability to investigate, resolve problems and make decisions <p>This will include an ability to:</p> <ul style="list-style-type: none"> • Collect and weigh evidence, make judgements and take decisions in line with good educational practice • Think creatively and imaginatively to solve problems and identify opportunities 	
Communication Skills	
<ul style="list-style-type: none"> • Perceives the whole school as a learning community • Acts in an open and honest way • Represents the views of others while promoting agreed policies • Effectively communicate orally and in writing to a range of audiences • Can articulate a vision for primary education including their own underlying values which contribute to this. 	<ul style="list-style-type: none"> • Has experience of working with other agencies
Self Management Skills	
<ul style="list-style-type: none"> • Ability to plan time and organise work effectively • Ability to prioritise and manage time • Ability to work under pressure and meet deadlines • Be self motivating and set personal goals 	
Personal Attributes	
<ul style="list-style-type: none"> • Sees new challenges in a positive light • Is a dedicated and reflective professional • Has taken advantage of CPD opportunities relevant to leadership of learning and teaching. • Adaptability to changing circumstances & ideas • Energy and enthusiasm • Reliability and integrity • Loves their job and has a passionate belief in the power of an education that is filled with fun, excitement and memorable moments 	