



THE BETTY LAYWARD PRIMARY SCHOOL: Deputy Headteacher Person Specification

Essential	Desirable
<p>Qualifications</p> <ul style="list-style-type: none"> • Qualified Teacher status 	<p>Qualifications</p> <ul style="list-style-type: none"> • Evidence of additional further educational qualifications • Middle leader qualifications • Senior leader qualifications
<p>Experience</p> <ul style="list-style-type: none"> • At least four years successful teaching experience in the primary age range • Experience of whole school evaluation • A thorough understanding of the whole of the national school curriculum (age 3-11) • Experience of leadership/leading colleagues • Evidence of highly effective teaching in more than one year group • Ability to communicate well and develop strong relationships with parents/carers 	<p>Experience</p> <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 mentoring NQTs or other colleagues • Experience of working with and developing links with the wider community • Experience of working in schools within different contexts • Experience of leading on SEND • Previous Deputy Headteacher experience
<p>Knowledge and Understanding</p> <ul style="list-style-type: none"> • Knowledge and understanding of learning, teaching and assessment in the primary phase • Knowledge of whole school self-evaluation • Understanding of data analysis and the ability to use data to set targets for improvement, including for pupil premium children • Understanding of barriers to children’s learning and how they can be overcome • The ability to make accurate assessments of children’s learning and be able to support others to do the same using assessment without levels. 	<p>Knowledge and Understanding</p> <ul style="list-style-type: none"> • Assessment
<p>Leadership Skills</p> <ul style="list-style-type: none"> • The ability to assist the Headteacher in leading a primary school which has a clear vision and the ambition to raise standards • Ability to lead and manage staff to work effectively both individually and in teams • Ability to delegate and monitor effectively • Ability to assist the Headteacher in initiating and managing change 	<p>Leadership Skills</p> <ul style="list-style-type: none"> • Evidence of successful school improvement planning and delivery • Experience of the appraisal process as an appraiser

<ul style="list-style-type: none"> • Ability to lead teacher/support staff performance appraisals • Ability to motivate and inspire by setting and following high standards • Willingness to seek advice and support when necessary • Ability to deal sensitively with people and resolve conflicts • Ability to deal confidently and effectively with children who present with emotional and behavioural challenges 	
<p>Decision-Making Skills</p> <ul style="list-style-type: none"> • Ability to investigate, resolve problems and make decisions • Ability to think creatively and imaginatively to solve problems and identify opportunities • Ability to make difficult decisions and follow them through 	<p>Decision-Making Skills</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Ability to communicate clearly and take into account the views of others • Ability to communicate effectively, orally and in writing, to a range of audiences • Ability to negotiate and consult 	<p>Personal Qualities</p>
<p>Self-Management Skills</p> <ul style="list-style-type: none"> • Ability to plan time and organise work effectively whilst managing a work life balance • Ability to work under pressure and meet deadlines • Self-motivating and able to set personal goals 	<p>Self-Management Skills</p>
<p>Personal Attributes</p> <ul style="list-style-type: none"> • Adaptable to change • Forward thinking • Energetic • Enthusiastic • Reliable • Act with integrity • Creative • Decisive • Flexible • Compassionate • Empathetic • Team player • Supportive 	<p>Personal Attributes</p>

Please include in your letter of application a clear, succinct statement of your educational philosophy and practice and demonstrate how this relates to the post of Deputy Headteacher at the Betty Layward Primary School.