



HOLLIN PRIMARY SCHOOL DEPUTY HEADTEACHER PERSON SPECIFICATION



Specification	Essential	Desirable	Evidence
1. Qualifications	- Qualified teaching status - To possess, or be willing to undertake the NPQ SENCO qualification.	Evidence of further professional development.	Application form and interview
2. Experience	- Experience as a successful serving senior leader in the primary sector (Assistant Head or Deputy Head) - Understanding and awareness of current educational developments and implications of relevant education legislation	Experience as a school SENCO.	Application form Interview Task Presentation
3. Leadership and Management	- Ability to communicate a clear vision for improving standards - Evidence of having led significant change creating positive outcomes for pupils - Evidence of good leadership and management skills that value all stakeholders - Experience in leading and developing an whole school strategy focused on improving standards - Experience in the use of ICT as a management tool and its development as part of the curriculum - Ability to challenge and support colleagues - Experience of leading staff INSET - Commitment to continuing professional development - Understanding of the role of the Deputy Headteacher - Knowledge of the safeguarding agenda - A thorough understanding of positive behaviour management and effective behaviour management skills - Ability to motivate and inspire a team of people	- Experience of team leadership - Experience of managing change	Application form Interview Task Presentation

Specification	Essential	Desirable	Evidence
4. Teaching and Learning	- Consistently good/outstanding classroom practice - Ability to identify constituents of good/outstanding teaching and learning and to develop these in others - Evidence of commitment to developing and maintaining a positive learning environment - Evidence of understanding and practice in the use of data to drive up standards of pupil achievement, particularly the tracking of pupil progress. - A detailed understanding of 'assessment for learning' - Willingness and ability to teach across the primary age range	Experience in curriculum design and implementation at a whole school level	Application form Interview Task Presentation
5. Philosophy and interpersonal skills	- Commitment to high standards and continuing improvement - An understanding and commitment to equality and inclusion principles and practice - Awareness and understanding of transition - High expectations of pupil attainment, personal development and conduct - Commitment to an active learning pedagogy and the development of cross-curricular skills - Excellent communication and interpersonal skills - Enthusiasm and resilience		Application form Interview Task Presentation
6. Community and stakeholders	- Ability to work with and gain the support of external agencies - Ability to extend and develop school partnership with parents and the wider community - Commitment to working in partnership with governors	Evidence of an understanding of PFI schools.	Application form Interview Task Presentation