

Allanson Street Primary School

Person Specification/ Selection Criteria Deputy Headteacher

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

Qualifications

	Essential	Desirable	Source
Qualified teacher status	✓		A
Degree	✓		A

Professional Development

	Essential	Desirable	Source
Evidence of appropriate professional development for the role of deputy headteacher	✓		A
Evidence of recent leadership and management professional development	✓		A
Has successfully undertaken appropriate Safeguarding training	✓		A

School leadership and management experience

	Essential	Desirable	Source
Substantial and current experience as a senior leader in a primary school	✓		A
Active and effective leadership of a team / key stage/ curriculum area/ department	✓		A
Be able to demonstrate successful/effective leadership in a school in a similar community / facing similar challenges		✓	A/I
To have taken an active involvement in school self evaluation and development planning	✓		A/I
To have implemented and developed a whole school initiative	✓		A/I
Knowledge and understanding of strategic financial planning and budgetary management in relation to school development and pupil achievement.		✓	A/I
To have had responsibility for policy development and implementation	✓		A/I
To have had experience of and ability to contribute to staff development across the primary range. (E.g. coaching, mentoring, INSET for staff).	✓		A/I

Experience and knowledge of teaching

	Essential	Desirable	Source
Experience of teaching in more than one school		✓	A
Experience of teaching in a school in similar circumstances/ serving a similar community.		✓	A
To have taught across the primary phase		✓	A
Significant teaching experience within the primary phase	✓		A/I
To have a knowledge and understanding of EYFS, KS1 and KS2	✓		A/I
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	✓		I
To be able to exemplify how the needs of all pupils have been met through high quality teaching.	✓		A/I

Professional Attributes

	Essential	Desirable	Source
Ability to safeguard and promote the welfare of children and young people.	✓		A/I
Demonstrate an understanding of the needs of the pupils at Allanson Street Primary School and how these could be met.	✓		A/I
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	✓		A/I
Excellent written and oral communication skills (which will be assessed at all stages of the process).	✓		A/I
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	✓		A/I

Personal Qualities - to be tested at all stages of the process

	Essential	Desirable	Source
Continue to promote Allanson Street's strong educational philosophy and values	✓		
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	✓		
Be approachable, person centred.	✓		
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	✓		
Build and maintain quality relationships through interpersonal skills and effective communication	✓		
Demonstrate personal and professional integrity, including modelling values and vision	✓		

Manage and resolve conflict	✓		
Prioritise, plan and organise themselves and others	✓		
Think analytically and creatively and demonstrate initiative in solving problems	✓		
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	✓		
Able to empathise appropriately and take necessary steps	✓		
Demonstrate impact and presence	✓		
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	✓		I
A Deputy Headteacher is expected to be working within and towards the National standards of excellence for headship.	✓		

[I] Confidential References.

Positive recommendation from all referees, including current employer	E

[J] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.