

Deputy Headteacher
Christchurch Primary School
Job Specification

Method of candidate assessment: A = application form, I = Interview

Qualifications	Method of Assessment A/I
Qualified Teacher Status	A
A good degree and evidence of further professional studies	A
Experience and Training	
A minimum of Seven years teaching experience	A
A proven record of outstanding classroom practice	A/I
Experience of management and team leading	A
Effective management of change	A
Demonstrable evidence of substantial senior leadership experience e.g. Assistant head, Deputy Head of a smaller school effective leadership in raising the standards of learning and teaching	A
Experience of taking on responsibilities and having whole school impact	A/I
A proven record of raising standards beyond their classroom	A/I
Experience of taking a lead in developing high quality teaching and learning across the school	A
Experience of using efficient systems to target and track pupil progress and interpreting assessment data	A
Mentoring/coaching staff to improve performance	A/I
An excellent understanding and experience in the planning of the primary curriculum from ages 3-11	A
Success at promoting inclusive practice across a school that leads to high expectations for all learners	A/I
Knowledge and Understanding	
The inspiration and innovative skills to extend and enrich a quality curriculum through appropriate development	A/I
Ability to communicate a vision and inspire others	A/I
The ability to maintain discipline and ensure that effective programmes for pupil behaviour, guidance, support and welfare are in place	A
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	A/I
The ability to communicate effectively and work with parents and different groups of people in the community	A/I
Strong leadership, with excellent organisational and interpersonal skills	A
An understanding of the latest Government initiatives	A/I
Knowledge of school performance and value-added issues and experience in the use of methods of improving school performance	A
Ability to develop, implement and evaluate strategic plans and priorities to help secure school improvement	A/I

Personal Qualities, Skills and Characteristics	
A commitment to working collaboratively with all staff to inspire, enable and empower them to achieve high standards	A/I
Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines	A/I
A real enjoyment of working with children in a school environment	A/I/T
Think strategically and contribute to creating a coherent school vision	A/I
Think creatively to anticipate and solve problems	A/I
A commitment to working collaboratively with all staff to inspire, enable and empower them to achieve high standards	A/I
Ability to manage and resolve conflict sensitively	I
Ability to communicate effectively, orally and in writing to a wide range of audiences e.g. staff, Governors, parents, pupils	A/I
Inclusive approach to education	A/I
Commitment to safeguarding and equality	
An ability to maintain a calm, reflective approach	A
Ability to solve problems	A/I
Good sense of humour	I
Excellent interpersonal skills	A/I
Commitment to own professional development	A/I