

Brighstone C E Aided Primary School

Deputy Head Teacher Person Specification

	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Honours degree or equivalent • Teaching qualification DCSF • Evidence of recent & relevant CPD 	<ul style="list-style-type: none"> • Management qualification • LP • A desire to undertake NPQH 	<p>Application</p> <p>Interview</p>
Experience	<ul style="list-style-type: none"> • Key stage/core subject Leader • Exemplary Primary practitioner • Evidence of raising achievement • Working in partnership with other schools • Evidence of working with professional bodies • Using ICT as a tool for teaching, learning and administration • Effective at analysing data 	<ul style="list-style-type: none"> • Assistant Head • Worked in more than one primary/middle school • Worked in Years R-6 • Extended services provision • Worked in a Church School • SENCo 	<p>Application</p> <p>Interview</p>
Knowledge and Understanding	<ul style="list-style-type: none"> • Creating and evaluating development plans • Knowledge of the SEF • The Primary Strategies to raise standards/pupil achievement through effective planning, teaching and learning • Up to date with the new technologies for teaching and learning • Good understanding and application of AFL • Managing a budget 	<ul style="list-style-type: none"> • New Primary Curriculum • APP • SIMS • SEF writing • The process of strategic planning • Working relationship with bursar • SEN 	<p>Application</p> <p>Interview</p>
Personal and Professional Qualities	<ul style="list-style-type: none"> • Sympathy with an aided school ethos • Inspirational, confident leader with a positive and approachable manner • A good listener • Has high expectations of self and others • Able to work independently, under 	<ul style="list-style-type: none"> • Practising Christian • Experience of managing change • Evidence of encouraging and sustaining active involvement of parents and the community • Application of revised performance management regulations 	<p>Application</p> <p>Interview</p>

	<p>pressure and remain calm</p> <ul style="list-style-type: none"> • Ability to relate to and motivate the whole school community • Ability to model a work/life balance • Sense of humour • Excellent verbal and written communicator • Evidence of supporting and motivating others in professional development • Excellent attendance • Commitment to Healthy and Eco Schools ethos 		
Management of people	<ul style="list-style-type: none"> • Evidence of the ability to inspire, motivate and develop confidence in all • Able to work in partnership with governors and outside agencies • Evidence of monitoring teaching and learning and giving effective feedback • Able to encourage and network with the local community, businesses and schools • Set realistic and achievable goals 	<ul style="list-style-type: none"> • Management qualification • Evidence of ability to deal sensitively with people and resolve conflict • Experience of appointing and inducting staff 	<p>Application</p> <p>Interview</p>
School Improvement	<ul style="list-style-type: none"> • Able to provide clear and strategic vision to groups within the school • Ensure goals and targets are consistently achieved • Determination to focus on the improvement of learning and teaching • Enthusiastic and committed approach to protecting and promoting the reputation and image of the school 	<ul style="list-style-type: none"> • Able to provide a clear vision for moving the school forward • Evidence of holding staff to account • Evidence of providing whole school INSET • Recent experience of an Ofsted inspection and its follow up 	<p>Application</p> <p>Interview</p>