

Person Specification

Deputy Headteacher – Secondary

Criteria	Essential	Desirable
Qualifications		
Qualified Teacher Status	X	
Further relevant professional / academic study and evidence of continuous professional development and knowledge of current issues in Education.	X	
At least three years of proven strong, successful senior leadership and management experience in a Secondary School.	X	
Experience		
Evidence of raising standards that have impacted positively on pupil's making exceptional progress and attainment	X	
Significant experience in evaluating and using data to plan and improve pupil performance	X	
A clear understanding of what makes good and outstanding teaching through a deep understanding of how students learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work	X	
Evidence of building and nurturing a strong, positive, and collaborative team culture that enables all team members to carry out their respective roles to the highest standard and for all people to work effectively together to deliver school improvement	X	
Knowledge and Skills		
Hold and articulate clear vision, values, and moral purpose, demonstrating optimistic personal behavior, and supportive relationships and attitudes.	X	
Demonstrate a strategic leadership style that is characterised by integrity, creativity, resilience, and clarity.	X	

Understand how to empower all students and staff to excel and be there best.		
Evidence of implementing, managing, and evaluating change in a collaborative way.	X	
An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources to maximise the achievement of children	X	
A clear understanding of and commitment to promoting and safeguarding the welfare of children	X	
Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, trustees/ governors, and parents/ carers.	X	
The ability to foster an open, transparent, and equitable culture and deal effectively with difficult conversations and conflict at every level	X	
Personal Qualities		
A commitment to valuing, supporting, and encouraging the professional development and growth of all staff members	X	
A commitment to building and maintaining effective and positive relationships with parents, carers, trustees, the wider community, and other schools	X	
Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives	X	
Other Requirements		
<p>Demonstrate a commitment to:</p> <ul style="list-style-type: none"> • Equalities and the Equality Act 2010 • Promoting the Trust's vision and ethos • High ethical standards • Relating positively to and showing respect for all members of the Trust and wider community • Ongoing relevant professional self-development • Safeguarding and child protection 	X	