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**Woolenwick Junior School**

**Deputy Head Person Specification April 2024**

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| Qualifications | 1. Qualified teacher status
2. Degree
3. Evidence of continual professional development
 | EssentialEssentialEssential |
| Experience |
| Teaching | 1. Current experience of teaching within the Primary Range 3-11 years
2. An outstanding teacher
3. Evidence of successful leadership and management experience in a primary school
4. Experience of involvement in school self-evaluation and development planning
5. Line management experience
6. Experience of contributing to staff development
7. Up to date knowledge of SEND code of practice
8. Knowledge of the characteristics of effective teaching and learning
9. Experience of successful subject leadership
10. Experience in planning, reviewing and evaluating the curriculum
 | EssentialEssentialEssentialEssentialEssentialEssentialDesirableEssentialEssentialEssential |
| Skills and knowledge |
| Relationships | 1. Ability to maintain professional and supportive relationships with staff
2. Ability to establish and develop positive relationships with stakeholders
3. Ability to develop parental support and to involve parents and the wider community in the day-to day life of the school
4. Ability to work effectively and productively with the school’s partners e.g. the LA, Health and other visiting professionals
 | EssentialEssentialEssentialEssential |
| Personal, interpersonal and communication skills | 1. Ability to relate well to children, to know & treat each child as an individual
2. Ability to prioritise, manage own time effectively & be resilient under pressure
3. Ability to communicate to staff, parents/carers and governors and the wider community effectively in writing and orally
4. Ability to deal sensitively with people
5. Competent in the use of information technologies
6. Enthusiastic, flexible and approachable
 | EssentialEssentialEssentialEssentialEssentialEssential |
| Leadership | 1. Data analysis skills, the ability to use data to set targets and identify areas for development
2. Understanding of high-quality teaching and learning, ability to model this for others and support others to improve
3. Understanding of school finances and financial management
4. Ability to communicate vision and inspire others
 | DesirableEssentialDesirableEssential |
| Attitudes |
| Education philosophy | 1. A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
2. Committed to raising achievement through partnerships with parents and Education Services
3. Ability to work under pressure and prioritise effectively
4. Commitment to maintaining confidentiality at all times
 | EssentialEssentialEssentialEssential |
| Equal opportunities | 1. A strong knowledge of, and commitment to, inclusion and equality of opportunity
 | Essential |
| Safeguarding | 1. Committed to safeguarding and promoting the welfare of children, and expecting all staff to share this commitment
2. Experience with as a Deputy Designated Safeguarding Lead
 | EssentialDesirable |