



	Deputy Head Teacher Specification	Essential/ Desirable
Qualifications	 Qualified teacher status First degree or equivalent Evidence of continued professional development Completion of relevant NPQ 	E E E
		D
Professional Experience	 Evidence of good to outstanding classroom practice within the primary age range 3-11yrs 	E
	 Knowledge of the primary curriculum requirements, including a good knowledge and understanding of Early Years 	E
	 Evidence of successful leadership and management experience in a primary school 	E
	 Evidence of successful line management and staff development 	E
	 Experience of involvement in school self-evaluation and development planning 	E
	Evidence of a strategic approach to whole staff development	D
	 Up to date knowledge of the SEND code of practice Strong understanding of the characteristics of effective teaching and learning 	E E
	 Experience of successful subject leadership Experience of planning, implementation, reviewing and evaluating the primary curriculum 	E E
Skills & Knowledge	 Relationships Ability to maintain professional and supportive relationships with staff 	E
	 Ability to establish and develop positive relationships with all stakeholders 	E
	 Ability to develop parental support and to actively involve parents and the wider community in the day-to-day life of the school 	Е
	 Ability to work effectively and productively with the school's partners eg. the LA, Health, SEND and other visiting professionals 	E
	 Personal, interpersonal and communication skills Ability to relate well to children, to know and teach each 	E
	 child as an individual Ability to prioritise, manage own time effectively and be resilient under pressure 	E
	 Ability to communicate to staff, parents/carers and 	E





	governors and the wider community effectively in writing and orally	
	 Ability to approach situations and people sensitively 	E
	 Competent in the use of information technologies, adapting swiftly to advances and being forward thinking 	E
	 Be enthusiastic, flexible and approachable at all times 	Е
	Leadership	
	 Strong data analysis skills, the ability to use data to set targets and identify areas for development 	E
	• Strong understanding of high-quality teaching and learning, with the ability to model this for others and support others to	E
	 Improve Understanding of school finances and financial management 	D
	 Ability to communicate vision and inspire others 	E
Personal	Educational Philosophy	
Qualities and	Be committed to getting the best outcomes for all pupils and	E
Attitudes	promoting the ethos and values of the school	
	 Be committed to raising achievement through partnerships 	E
	with parents and external educational services/agencies	
	 Ability to work under pressure and prioritise effectively 	E
	 Commitment to maintaining confidentiality at all times 	E
	Equal Opportunities	
	 Strong knowledge of, and commitment to, inclusion and 	E
	equality of opportunity	
	Safeguarding & suitability to work with children	
	 Have up-to-date knowledge of relevant legislation and guidance in relation to working with , and the protection of 	E
	children and young people	
	 Commitment to safeguarding and promoting the welfare of 	E
	children, expecting all staff to share in this commitment	
	 Experience of being a Deputy Designated Safeguarding Lead 	E
	 Understanding and commitment to safer recruitment processes and procedures 	E
	 Experience of the recruitment process - undertaken Safer Recruitment training 	D