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**WINDERMERE PRIMARY SCHOOL**

**Deputy Headteacher – Person Specification**

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|  | Essential | Desirable |
| Educational Qualifications and Training | * Qualified Teacher Status
* Degree or equivalent
 | * Evidence of further study
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| Experience | * Varied experience and understanding of outstanding teaching and learning across the primary age range
* Recent experience in a senior leader or middle manager role in a primary school
* Experience of leading professional development of staff within the context of school improvement
* Responsibility for developing, monitoring and evaluating an aspect of school improvement
* Experience of managing change across a subject area or the whole school
 | * Experience of working in more than one school
* Experience of working with governors and other stakeholders
* Subject leadership of a core subject
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| Knowledge and Understanding | * Knowledge of the current primary curriculum
* In-depth knowledge of curriculum development and effective pedagogy
* Secure understanding of statutory assessment and reporting for EYFS, KS1 and KS2
* Understanding of the needs of children with SEN as well as higher attaining learners
* Understand key characteristics of an effective learning environment
* Understanding and awareness of the current education landscape
 | * Understanding of effective budgeting and resource deployment
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| Skills | * Ability to work effectively in partnership with the Headteacher
* Ability to inspire, enable and motivate others to work both individually and in teams, promoting positive and respectful relationships
* Be able to demonstrate outstanding classroom practice and articulate what constitutes effective teaching and learning
* Ability to analyse, understand and interpret school performance data
* Excellent communication skills, with a range of audiences both orally and in writing
 | * Coaching and mentoring of teachers and ECTs
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| Personal Qualities | * Effective administrative and organisational skills
* Upholds ambitious educational standards and professionalism for all
* Demonstrates a positive and professional attitude at all times
* Ability to maintain confidentiality
* Ability to work on own initiative, make decisions and solve problems
* Ability to build effective relationships with staff, parents, governors and the wider school community
* Commitment to personal development and ongoing professional development
* Resilience and flexibility in the face of challenge
* Ability work with energy and enthusiasm
* A good sense of humour
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| Safeguarding | * Thorough understanding of Child Protection and Safeguarding including current legislation and guidance in relation to working with, and the protection of, children and young people
* Display commitment to the protection and safeguarding of children and young people
* Fully co-operate and work with relevant agencies to protect children and support families
* Evidence of commitment to promoting health and safety and welfare of children
 | * Experience of and trained as Designated Senior Leader for child protection
* Experience as Designated Teacher for Looked After Children
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