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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 |
| 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 |
| 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 |
| 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 |
| 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 |  |
| 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 |