

Deputy Head teacher Person Specification

Skills and Abilities	Essential	Desirable	Assessed by
The ability to lead and manage the school team effectively and efficiently and work with other professionals and agencies	✓		Interview
Communication skills, oral, written and presentational	✓		Application & interview
The ability to deliver well planned, organised and innovative lessons	✓		Interview
Proficiency in the use of ICT and the software programmes used in schools	✓		Application
The ability to lead, model and manage positive behaviour, good order and assertive discipline in the school	✓		Application and interview
The ability to manage school information and data for recording, monitoring, evaluation and reporting	✓		Application and interview
Knowledge	Essential	Desirable	Assessed by
Relevant (to be agreed) subject and/or curriculum expertise	✓		Application
How to lead curriculum development and manage innovation and change	✓		Application and interview
Know how to use information and data to set targets, raise attainment and achievement	✓		Interview
How children and young people learn, develop and progress through life stages and events	✓		Application and interview
How ICT can be used effectively to motivate children to learn	✓		Interview
How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum	✓		Application and interview
How to manage health and safety policy and promote and safeguard pupil welfare	✓		Application and interview
How to manage equalities and inclusion policies and how these are implemented in schools	✓		Application and interview
Qualifications and Experience	Essential	Desirable	Assessed by
Qualified Teacher Status	✓		Evidence of qualification
Successful teaching experience, including in middle management position(s) or a successful Fast Track progression route	✓		Application
Post threshold teacher status		✓	Application
Evidence of relevant continuing professional development, including for example Future Leaders, Aspiring Deputy Heads Course		✓	Application