



This person specification outlines the qualifications, experience, skills and personal qualities required for the post of **Deputy Headteacher**. These criteria will be used during shortlisting and the selection process.

Qualifications

Essential

- Qualified Teacher Status (QTS)
- Evidence of continuing professional development relevant to leadership and school improvement
- A good honours degree or equivalent qualification

Desirable

- National Professional Qualification for Headship (NPQH), NPQSL or other leadership qualification

Experience

Essential

- Experience of managing and leading staff teams
- Experience of contributing to whole-school improvement priorities
- Substantial successful experience as a classroom teacher in a primary school
- Evidence of consistently high-quality teaching and learning leading to strong pupil outcomes
- Experience of monitoring teaching, learning and pupil progress
- Experience of working collaboratively with colleagues, parents and external partners
- Experience of supporting a wide range of pupil needs within a primary setting

Desirable

- Experience of leading one of the following areas of strategic school development:
 - SEND
 - Inclusion
 - Key Stage 1
 - DSL role

Knowledge and Understanding

Essential

- A clear understanding of effective teaching and learning in primary education
- Knowledge of strategies to raise standards and improve outcomes for pupils
- Understanding of inclusive teaching approaches to meet the needs of all learners
- Knowledge of safeguarding procedures and responsibilities within schools
- Understanding of school self-evaluation, improvement planning and the use of data to inform practice
- Awareness of current national developments in education

Desirable

- Experience of analysing whole-school data to support school improvement
- Knowledge of a range of intervention strategies to support pupil progress

Leadership and Management Skills

Essential

- Experience of leading staff training or professional development
- Experience of leading whole-school initiatives
- Ability to inspire, motivate and support staff
- Ability to contribute to strategic leadership and school improvement
- Ability to lead and manage change effectively
- Strong organisational and time management skills
- Ability to monitor and evaluate the quality of teaching and learning
- Ability to promote a culture of high expectations and inclusion across the school

Desirable

- Ability to support staff development and professional learning

Inclusion and Pupil Support

Essential

- Strong commitment to inclusive education and ensuring all pupils can succeed
- Ability to support staff in meeting a diverse range of pupil needs
- Ability to work effectively with families and external professionals
- Ability to monitor the impact of provision and interventions on pupil outcomes

Desirable

- Experience of coordinating provision for pupils with additional needs
- Experience of working with a range of external agencies

Personal Qualities

Essential

- Commitment to the ethos and values of Redwood Primary School.
- Passion for improving outcomes for all children.
- High expectations of pupils and staff.
- Excellent interpersonal and communication skills.
- Ability to work effectively as part of a leadership team.
- Resilience, adaptability and a positive attitude.
- Commitment to safeguarding and promoting the welfare of children.

Other Requirements

Essential

- Commitment to safeguarding and promoting the welfare of children and young people.
- Willingness to undertake further professional development where required.
- Ability to fulfil the responsibilities of the role.