A = Application

R = Reference

P = Presentation

FI = Formal Interview

T = Task

CO = Classroom Observation

CO = Classroom Observation

Fairfield Primary School

| **Category** | **Essential** | **Desirable** | **Sources of Evidence** |
| --- | --- | --- | --- |

**Deputy Headteacher – Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
| **Safeguarding** | * Experience in promoting the safeguarding and welfare of children and young people.
* Excellent knowledge of recent national and local safeguarding developments.
* Experience as a Safeguarding Lead or Deputy Safeguarding Lead
 |  | A, R, FI  |
| **Qualifications, Education and Training** | * Qualified Teacher Status
* Evidence and proven track record of leading whole-school improvement as an SLT member
* Leadership qualifications
* SENCO Qualification
 | * Additional leadership qualifications
* National Professional Qualification for Headship.
 | A, R, FI |
| **Experience and Knowledge** | * Significant Leadership and Management experience at a senior level with evidence of sustained school improvement and curriculum understanding.
* Strategic leadership and management with an evidence-based approach.
* An in-depth knowledge of pedagogy across the primary age range.
* Excellent classroom teacher with a proven commitment to improving the quality of children’s learning.
* Evidence of substantial, sustained and successful leadership, including school improvement and curriculum management with evidence of leading a successful whole-school initiative.
* Evidence of liaising collaboratively with colleagues towards effective, results-driven outcomes.
* Broad, effective experience across the age ranges.
* Knowledge and commitment to effective behaviour for learning.
* Experience of monitoring teaching and learning to improve outcomes.
* Ability to use data to raise standards and to use an evidence base to lead strategies for closing gaps so that all pupils achieve well.
* Experience of leading and managing performance management/appraisal processes.
* Experience of working with agencies, services and external stakeholders with effective outcomes.
* Experience of working with and producing effective outcomes for children with vulnerabilities.
 | * Experience of leading fellow colleagues and mentoring staff.
* Experience of being a SENDCO, working towards a professional qualification OR working effectively alongside a SENCO.
 | A, R, P, FI, T, CO |
| **Skills and Aptitudes** | * Ability to direct and co-ordinate the work of others, motivating, inspiring, and supporting staff.
* Ability to motivate and communicate effectively with a wide range of stakeholders.
* Relevant experience of leading change.
* Passionate about children’s learning and passionate about the learning of the disadvantaged with examples of effective practice.
* The ability to advise, motivate and lead staff in relation to SEND, pupil premium, pedagogy and behaviour.
* Experience of working with and alongside governors.
 |  | A, R, FI |
| **Personal Attributes** | * Ability to develop the children spiritually, morally, socially and culturally whilst supporting a broad, creative and inclusive curriculum
* Ability to build and sustain effective working relationships and partnerships with staff, parents/carers and the wider community
* Ability to work in partnership with schools, key agencies and organisations
 |  | A,P,FI |
| **Professional Development** | * Evidence of relevant CPD which includes leadership and management development within the last 2 years
* Commitment to delivering best practice CPD for staff and colleagues.
 |  | **A, R** |

We are committed to safeguarding and promoting the welfare of children. The person appointed must be suitable to work with children and this will be explored and assessed as part of the selection process.