

Deputy Head Teacher
Person Specification – Round Hill Primary (NEW)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • QTS. • Evidence of continuous professional development including engagement with NPQs. • Evidence of further training in leadership and management. 	
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children. • Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community. • Safeguarding qualifications. 	<ul style="list-style-type: none"> • DSL qualifications. • Experience of varied behaviour policies and strategies.
Experience	<ul style="list-style-type: none"> • At least 5 years' successful classroom experience within the primary age range or at least a 3-year successful track record of supporting and leading other schools as a consultant. • Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils across the full ability range. • Proven record of successful curriculum / subject leadership leading directly to an increase in standards of attainment. • Experience of leading and implementing whole school initiatives and managing change, developing strategies for raising achievement and providing effective feedback. • Experience of monitoring and evaluating curriculum delivery. • Additional Teaching and Learning Responsibilities eg. Key Stage leadership/Assistant Head/Existing Deputy Headteacher. 	<ul style="list-style-type: none"> • Experience in managing all staff teams (including TAs) to achieve best outcomes for all pupils.

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Knowledge and Skills	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences; e.g. staff, pupils, governors, parents. • Knowledge of ways in which links with external agencies can be used to extend learning opportunities for pupils. • Excellent personal organisational skills. • Ability to prioritise workload and work to specific deadlines. • Ability to use data management systems. 	
Strategic Leadership	<ul style="list-style-type: none"> • Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these. • Ability to articulate and share the vision of Round Hill Primary School. • Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement. • Understanding and commitment to promoting and safeguarding the welfare of all pupils. • Ability to delegate where appropriate and to support others in undertaking responsibilities. • Commitment to support the nurturing ethos at Round Hill Primary School. • Commitment to equal opportunities. • Experience of managing underperformance by offering appropriate support including coaching and monitoring. 	<ul style="list-style-type: none"> • Experience of; undertaking effective performance management; • financial and resource management; • Ability to act as an effective link between the Head Teacher and Staff to enable the free flow of information, ideas and views.
Teaching and Learning	<ul style="list-style-type: none"> • Clear understanding of what good quality teaching and learning looks like and strategies to develop this. • Secure understanding of the requirements of the national curriculum. • Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils. • Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning. • Experience of effective monitoring of teaching and learning. • Clear understanding of the characteristics of successful behaviour management. 	<ul style="list-style-type: none"> • Experience in identifying and supporting vulnerable groups effectively.
Personal Attributes	<ul style="list-style-type: none"> • Understanding of and commitment to nurture and inclusion, and their impact upon learning. • High expectations for all pupils. • Ability to inspire, challenge, motivate and empower others. • Belief in and ability to foster a fair, open and supportive culture. 	<ul style="list-style-type: none"> • Experience of working with other stakeholders and/or members of the community e.g. Governors, PTA

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	<ul style="list-style-type: none"> • Self-motivation and a commitment to continued professional development. • A 'can do attitude' and an ability to solve issues as and when they arise. 	