

Deputy Headteacher Person Specification	Application	Interview process
Qualifications and CPD		
Graduate and Qualified Teacher Status	✓	
Masters degree or higher or other educational leadership qualification (eg NPQH).	✓	
Evidence of continued professional development at leadership level	✓	
Commitment to ongoing research into school improvement	✓	
Knowledge/Experience		
Detailed knowledge, understanding and experience of safeguarding	✓	✓
Evidence of high quality teaching	✓	
The ability to think and act strategically at whole school level		✓
The ability to challenge, influence and motivate others	✓	✓
Evidence of analysing data and using it to drive school improvement	✓	✓
Evidence of raising educational achievement and standards for all students including vulnerable learners	✓	✓
Ability to identify and respond to new challenges		✓
Excellent problem solving skills		✓
Engagement in collaborative partnership working, within and beyond the school		✓
Personal success and impact in the leadership and development of at least two of the following areas: <ul style="list-style-type: none"> • Improving levels of achievement • Whole school behaviour • Whole school teaching and learning • Preparation for Ofsted inspection • School self-evaluation/development planning • Resource and financial management • Curriculum design, planning and development • Safeguarding and health and safety • Building community links beyond parents and students of the school 	✓	✓
Professional and Leadership Skills		
An ability to communicate with all stakeholders	✓	✓
An ability to track progress through school's data systems		✓
Outstanding presentation and communication skills – including in written communications	✓	✓
An ability to complete tasks to a high standard with attention to detail	✓	✓
Skilled at working with people and the ability to inspire and motivate others – both staff and students		✓
Relationships		
An ability to establish good working relationships with colleagues, students, parents and the wider community		✓
An ability to communicate effectively in oral and written forms	✓	✓
An understanding of and commitment to the effective promotion of the school and the Arthur Terry Learning Partnership	✓	
An ability to lead teams effectively	✓	✓
Personal Qualities/Attributes		
A positive outlook, and the willingness to embrace risk and innovation		✓
Commitment and dedication to social justice, equality and excellence		✓

A high level of emotional intelligence		✓
Respect and empathy towards others		✓
Resilience, perseverance and optimism		✓
Decisiveness and consistency		✓
Drive for improvement and challenging underperformance		✓
Capacity to be flexible, adaptive and creative		✓
Capacity to receive and act on feedback to build on strengths and improve personal performance		✓