**Person Specification – Deputy Head Teacher**

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|  | **Essential** | **Desirable** |
| **Professional**  **Qualifications** | * Honours Degree or Equivalent * Qualified Teacher Status * Evidence of continuous professional development in preparation for leadership/headship | * National Professional Qualification for Headship (NPQH) or Equivalent |
| **Experience** | * Substantial and significant recent experience in a secondary school as part of a successful Senior Leadership Team * Clear and demonstrable understanding of the current educational landscape and academies * A proven track record of successful classroom practice * Committed to safeguarding and promoting the welfare of pupils * Experience of a key role in a successful OFSTED inspection | * Managing change * Successful track record of Financial and Resource Management |
| **Skills, Knowledge & Understanding** | * Ability to communicate and embed outstanding teaching and learning * Knowledge and understanding of the statutory educational framework, current education issues, relevant policies, legislation and codes of practice * Ability to motivate teams and commitment to working flexibly and collaboratively as part of a team, whilst taking a leading role * Developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving * Understanding of the importance of working collaboratively with all stakeholders in the Trust, including the wider community and other local schools * An understanding of and commitment to promoting the wellbeing of employees * Creating a climate of open communication where people feel able to express opinion and know their views will be respected * Ability to create, inspire and promote a culture of high achievement for all |  |
| **Personal Qualities** | * Highly effective and credible leader, with strong leadership skills including influencing, negotiation and advocacy skills * An open and approachable interpersonal style with excellent relationship management skills   that inspire respect and support   * An enthusiasm for and commitment to, the role; along with resilience, integrity and a passion for education. |  |