**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
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| **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
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| **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
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| **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.
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