



Castle View Primary School

Castle View Primary School,
Keswick Road, Lancaster, LA1 3LE

Headteacher: Claire Bright
head@castleview.school

Deputy Headteacher – Person Specification

	Essential (E) or Desirable (D)
Personal Attributes	
Qualifications	
Qualified Teacher Status	E
Degree level qualification	E
Professional development in preparation for Deputy Headship	D
School Leadership and Management Experience	
Successful teaching experience, preferably across the primary phase and in more than one school or academy	E
Hold as a minimum, a B.Ed or BA & PGCE / PGDE or equivalent and have at least 4 years' experience in teaching or leadership	E
Skills and knowledge in an area of specialism which can be utilised and rolled out across the trust	E
To have a working and current knowledge and understanding of all 3 Key Stages in the primary phase	E
Have an innovative and creative approach	E
Be committed to high standards of teaching and learning and the professional development of staff	E
Experience in curriculum development, planning and assessment	E
To be able to effectively use data, assessment and target setting to raise standards/address areas for improvement	E
Knowledge of current developments in education	E
To be able to exemplify how the needs of all pupils have been met through high quality teaching	E
Recent successful leadership experience, for example, phase/curriculum leader, deputy headteacher or assistant headteacher	E
Demonstrate an ability to contribute to staff development across the primary range (E.g. coaching, mentoring, INSET for staff)	E
Have high expectations that motivate, support and challenge teachers and students alike	E
A sound knowledge of procedures for keeping children safe	E
The ability to lead a core curriculum area and learning across the academy	E
Have excellent communication skills	E

Professional Development	
Evidence of appropriate professional development for this position	E
Evidence of recent leadership and management experience	E
Has successfully undertaken appropriate child protection training	E
Willingness to undertake or has successfully undertaken designated senior leader training	E
Professional Attributes	
Be a positive role model at all times, leading by personal example in professional practice, demonstrating persona and professional integrity, modelling values and vision	E
Demonstrate a sound understanding of the needs of the pupils, families, and wider community of our academy and how these could be met	E
The ability to develop a good relationship with parents	E
To be a leader of learning demonstrating, promoting and securing outstanding classroom practice	E
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a string sense of accountability in staff for the impact of their work on pupils' outcomes	E
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E
Ability to reflect on: Own teaching and its impact on pupil learning Effectiveness as a leader	E
Confidential references	
Positive recommendation from current or most recent employer	E
Positive recommendation from previous employer	E
Personal Qualities	
Continue to promote the trust's strong educational philosophy and values	E
Inspire, challenge, motivate, and empower teams and individuals to achieve high goals	E
Contribute to and actively support the wider development and aims of Cidari Multi Academy Trust	E
Be approachable, person centred	E
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	E
Build and maintain quality relationships through interpersonal skills and effective communication	E
Demonstrate personal and professional integrity, including modelling values and vision	E

Manage and resolve conflict	E
Prioritise, plan, and organise themselves and others	E
Think analytically and creatively and demonstrate initiative in solving problems	E
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E
Be able to empathise appropriately and take necessary steps	E
Demonstrate a capacity for sustained hard work with energy and vigour	E
Demonstrate impact and presence	E