

## PERSON SPECIFICATION – DEPUTY HEAD TEACHER

| <b>EDUCATION</b>  | <b>ESSENTIAL<br/>A: application<br/>I: interview</b> | <b>DESIRABLE<br/>A: application<br/>I: interview</b> |
|---|--|--|
| Honours degree or equivalent  | A  |  |
| Qualified Teacher Status  | A  |  |
| Evidence of a commitment to continued professional development so as to sustain up-to-date knowledge and understanding of education                             | A  |  |
| Proven successful experience as a DHT for 2 or more years in a secondary school   |  | A  |
| <b>KEY SKILLS AND EXPERIENCE</b>  |  |  |
| Demonstrable and successful experience of leading whole school curriculum change  | A  |  |
| Successful experience of teaching in one or more inner-city secondary schools   | A  |  |
| Absolute commitment to ensuring the safety and well-being of students   | A/I  |  |
| Clear and demonstrable evidence of successful whole school experience of raising the quality of teaching and learning across the school                         | A/I  |  |
| Understanding and experience of designing and managing a school timetable   |  | A  |
| <b>LEADERSHIP AND COLLABORATION</b>   |  |  |
| Evidence of a drive to encourage and pursue excellence in all aspects of school life and a clear sense of what strategies might be effective for achieving this | I  |  |
| Proven ability to assess new ideas and embrace them if they improve students' learning  | A/I  |  |
| <b>MANAGEMENT OF PEOPLE AND RESOURCES</b>   |  |  |
| Proven experience of managing people, including staff performance reviews and supporting ongoing professional development                                       | A/I  |  |
| <b>PERSONAL QUALITIES</b>   |  |  |
| Excellent interpersonal and communication skills  | I  |  |
| Ability to work well on own initiative and as part of a team  | A/I  |  |
| Sense of humour   | I  |  |