

Pontesbury CE Primary School  
Deputy Headteacher  
Personal Specification

	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> <li>• Qualified Teacher status.</li> <li>• Evidence of continuing professional development.</li> <li>• First degree or equivalent.</li> </ul>	Further professional qualifications in a management area.
Experience	<ul style="list-style-type: none"> <li>• Experience of successful teaching across the primary age range.</li> <li>• Experience of successful curriculum leadership e.g. numeracy, literacy, ICT.</li> <li>• Evidence of successful strategic leadership and management experience working as a member of the senior leadership team.</li> <li>• Experience of whole school development planning and evaluation.</li> <li>• Experience of inclusion and SEN in school.</li> <li>• Have good understanding of how children learn.</li> <li>• Have a clear understanding of classroom organisation and practice and curriculum delivery at Foundation Stage, KS1 and KS2.</li> <li>• Evidence of using data, benchmarks and feedback to monitor progress in children's learning.</li> </ul>	Development of partnership working with other schools, the local community and/or other organisations. Experience in the appointment of staff.
Staff Management	<ul style="list-style-type: none"> <li>• Ability to manage staff and to develop a strong team to enable them to work effectively to deliver whole school improvement.</li> </ul>	Experience of carrying out staff performance reviews and acting on any issues identified
Leadership Skills	<ul style="list-style-type: none"> <li>• Ability to provide inspiration and strong leadership to teaching staff through being an outstanding leader of learning.</li> <li>• Experience of leading a significant curriculum area.</li> <li>• Have an accurate understanding of using assessment to promote achievement.</li> <li>• Ability to ensure that the whole range of pupils' needs are understood and provided for.</li> <li>• Ability to lead by example in order to promote the school's vision and values for pupils, staff, governors and parents.</li> </ul>	Enthusiasm and competence in the use of IT (including the appropriate use of new and emerging technologies).
Accountability	<ul style="list-style-type: none"> <li>• An ability to contribute to the formulation, implementation and evaluation of objectives for the school development plan.</li> <li>• Expertise in the use of monitoring and evaluation to improve the quality of teaching and learning and to raise standards.</li> </ul>	Experience of holding team members to account for their areas of professional responsibility.
Personal Attributes	<ul style="list-style-type: none"> <li>• A passion for educating the whole child and for life-long learning.</li> <li>• Have strong organisational and time management skills.</li> <li>• Commitment to and understanding of equal opportunities across all aspects of the school and be sympathetic to Christian teaching, with awareness of other faiths.</li> <li>• Approachable, with good rapport with children and adults.</li> <li>• A willingness and ability to listen to others.</li> <li>• An effective communicator both orally and in writing to a range of audiences.</li> <li>• An effective team-builder.</li> <li>• To have energy, integrity, sensitivity, resilience and a sense of perspective.</li> <li>• Determination to recognise and celebrate success in staff and pupils.</li> <li>• Have a good sense of humour.</li> </ul>	A distributive leadership style.