

Ashton Keynes C of E Primary School Deputy Head Teacher Person Specification

Attributes	Essential	Desirable	Letter & Application	Interview	Tasks and presentation
Education and training	<ul style="list-style-type: none"> QTS with Primary training/experience First degree/teaching certificate Leadership course, for example Logical Change, Middle Leader, etc Recent experience leading a core subject 	<ul style="list-style-type: none"> Additional training Interest in future NPQH Recent 1st Aid Qualification 	<ul style="list-style-type: none"> • • • • 		
Personal	<ul style="list-style-type: none"> Capacity to learn and embrace change Excellent communication, presentation and organisational skills Able to sustain effective and supportive relationships with pupils, parents and other staff Flexible Ability to remain calm when faced with challenges 		<ul style="list-style-type: none"> • • 	<ul style="list-style-type: none"> • • • 	<ul style="list-style-type: none"> • •
Professional experience, performance and skills	<ul style="list-style-type: none"> Proven excellence and passion as a classroom practitioner with experience across the primary range In depth understanding of the new curriculum and proven skills for raising standards Models best practice when managing children's behaviour 	<ul style="list-style-type: none"> Excellent understanding of and ability to analyse data and interpret external reports i.e. IDSR 	<ul style="list-style-type: none"> • • • • 	<ul style="list-style-type: none"> • • • • 	

	<ul style="list-style-type: none"> • A clear understanding of the use of performance data and pupil tracking • Experience of leading staff CPD across the school • Has a commitment to continued professional development • Has leadership skills, is capable of leading and inspiring staff and collaboratively working towards school improvement 				
Management and Leadership	<ul style="list-style-type: none"> • Demonstrates the ability to have an impact on others performance through enthusiasm and sensitivity • Have experience of carrying out performance management • Shows a commitment to holding others to account • Work in partnership with the Head, the Governing Body, staff, parents, pupils and community 	<ul style="list-style-type: none"> ▪ Evidence of successful team membership 	<ul style="list-style-type: none"> • • • • 	<ul style="list-style-type: none"> • • • • 	<ul style="list-style-type: none"> • • • •
Values and attitudes	<ul style="list-style-type: none"> • Commitment to our school vision, ethos and Christian values • determination to drive Team AK forward • Commitment to equal opportunities and safeguarding • Models a commitment to work effectively within a multi-agency environment and is able to develop good working relationships with the Governing body, local authority and external agencies 	<ul style="list-style-type: none"> • Proven commitment to a range of extra-curriculum activities 	<ul style="list-style-type: none"> • • • 	<ul style="list-style-type: none"> • • • 	<ul style="list-style-type: none"> • • •