



## QUEENS' SCHOOL

*Dare to be Great*

### Deputy Headteacher Person Specification

<b>Job Title: Deputy Headteacher</b>	<b>Salary: L 18-22</b>
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The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understand of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

		Essential	Desirable
<b>Education/Qualifications and Training</b>	Good first degree or equivalent academic qualification	X	
	Qualified teacher status	X	
	Further relevant professional or academic qualifications		X
	Evidence of and commitment to continuing professional development	X	
<b>Experience</b>	Experienced senior leader	X	
	Substantial teaching experience at KS3, KS4 and KS5	X	
	Proven track record of good/outstanding teaching and excellent outcomes	X	
	Successful whole school leadership and management of change	X	
	Effective deployment of staff		X
	Leading on whole school curriculum initiatives to raise standards	X	
	Successful leadership of whole school initiatives	X	
	Effective whole school practices in the promotion and achievement of raising attainment	X	
	Proven record of tracking and monitoring student progress and implementing effective intervention strategies	X	

	Able to interpret online data and translate this to priorities for improvement	X	
	Dealing with disputes involving staff	X	
	Ofsted Inspections		X
	Understanding of the accountability of the role	X	
<b>Knowledge and Understanding</b>	Thorough subject knowledge and an understanding of National Education issues	X	
	Raising standards and attainment	X	
	Current curriculum development initiatives nationally	X	
	Effective teaching and learning strategies	X	
	Interpretation of data, tracking student achievement and intervention strategies to secure progress	X	
	Behaviour management strategies	X	
	A rigorous understanding of the current Ofsted framework	X	
	Proven ability of making sound lesson judgements	X	
	School Improvement Planning	X	
	Monitoring, evaluation and review processes	X	
<b>Teaching</b>	Evidence of sustained good/outstanding classroom practice	X	
	Excellent student outcomes	X	
<b>Leadership</b>	Clear vision for raising standards	X	
	Leadership and management e.g. strategic planning, school development planning, monitoring and evaluation, data analysis and target setting, policy development and implementation	X	
	Intelligent use of data to improve the quality of behaviour and attendance, teaching and learning and to raise the standard of achievement and student progress	X	
	Building good relationships across the school community	X	
	Successfully leading a team to improve standards	X	
	Previous senior leadership team experience	X	

<b>Personal Skills and Attributes</b>	Drive, sense of purpose, commitment and perseverance	X		
	Ability to inspire, challenge, motivate and empower teams and individuals to achieve	X		
	Excellent interpersonal skills	X		
	Ability to use information technology to enhance data analysis and make effective use of data and communicate its significance to others	X		
	Demonstrate resilience, optimism and empathy	X		
	Ability to delegate	X		
	Ability to work in a fluid and changing environment	X		
	Excellent communication and presentation skills, oral and written	X		
	Ability to think analytically and creatively and demonstrate initiative in solving problems	X		
	Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately	X		
	Evidence of successful coaching of colleagues	X		
	<b>Checks</b>	Enhanced DBS,	X	
Clearance for Prohibition Check		X		
Right to Work in the UK		X		

Queens' School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are exempted under the Rehabilitation of Offenders Act 1974. Appointments will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service and references from previous employers. We are an Equal Opportunities employer.

January 2024