

Person Specification

Position: **Hawkes Farm Deputy Head Teacher**

Qualifications and Experience					
	Essential	Desirable	Application	Interview	Task / Observation
1	DFE recognised Qualified Teacher Status, and recent and relevant CPD.	A willingness to work towards NPQH.	✓	✓	
2	At least 3 years recent and relevant senior leadership experience in a primary school.		✓	✓	
3	Record of outstanding classroom practice with at least 5 years teaching experience.	Experience teaching across the year groups.	✓	✓	
4	Evidence of leading and maintaining a whole school initiative linked to school improvement.		✓	✓	
5	Evidence of successful curriculum leadership and involvement in school improvement planning.	Experience of leading a core curriculum area.	✓	✓	✓
6	Proven track record of raising standards and meeting challenging targets.	Achievement of high KS1 / KS2 SATs results.	✓	✓	
7	Experience of leading and managing a team, and of performance management.		✓	✓	
8	Experience of child protection/safeguarding with up to date training or willingness to undertake training.	Experience of working as Designated Safeguarding Leader.	✓	✓	

Abilities and Skills					
	Essential	Desirable	Application	Interview	Task / Observation
9	Ability to communicate effectively with all members of the Academy community.	Experience of leading staff and parent meetings.	✓	✓	✓
10	Ability to lead and manage an effective team, challenging and developing staff and pupils.		✓	✓	
11	Effective behaviour management skills; able to coach others to develop their skills in this area.		✓	✓	
12	Ability to lead, motivate and inspire others and to promote a positive school ethos.		✓	✓	
13	Ability to accurately grade lessons, identify targets and support teacher development.		✓	✓	✓
14	Ability to identify and implement successful inclusion strategies for all children.		✓	✓	✓
15	Ability to plan, organise and prioritise work in order to meet deadlines.		✓	✓	

Knowledge and Understanding					
	Essential	Desirable	Application	Interview	Task / Observation
16	Able to analyse, interpret and respond to Academy performance data, identifying areas for improvement.		✓	✓	✓
17	Excellent understanding of curriculum and pedagogical issues, including recent developments within the primary phase.		✓	✓	
18	Understanding of statutory and non-statutory primary frameworks.		✓	✓	
19	Understanding of innovative and creative strategies that enable children to make excellent progress.			✓	✓
20	Thorough understanding of and commitment to equality of opportunity.		✓	✓	
21	Knowledge of safeguarding and child protection issues.		✓	✓	

Personal skills and attributes

Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
22	<i>Able to demonstrate resilience, and willing to face new challenges with enthusiasm and positivity.</i>		✓	✓	✓
23	<i>Ability to work independently and on own initiative; take responsibility for own professional development.</i>		✓	✓	