

**Person Specification Form**

**Job title:** DEPUTY HEAD OF TEACHING AND LEARNING

**Grade:**

**Establishment or team:** A key role within STEP Academy Trust’s Teaching and Learning Team

Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), reference (R)
<b>Qualifications</b>		
– Qualified Teacher Status with a successful NQT year completed.	E	AF
– Degree or equivalent.	E	AF
– Master’s degree or engagement with Master’s study	D	AF
– Recognised CPD accreditation	D	AF
<b>Experience</b>		
– A record of outstanding practice and results as a classroom practitioner and leader.	E	AF/I
– Evidence of successful leading of teaching and learning within a school.	E	AF/I
– Evidence of developing teaching and learning across schools.	D	AF/I
– Evidence of engagement and involvement with leading education organisations.	E	AF/I
– Evidence of delivery of CPD/INSET for teaching and learning.	E	AF/I
– Evidence of planning and implementing teaching and learning strategy across a school.	E	AF/I
– Evidence of working strategically with Senior Leadership teams.	E	AF/I
– Evidence of implementation of effective and accurate assessment across a school.	E	AF/I
– Evidence of working with a Strategic Governing Body to promote their strategic understanding of teaching and learning across an academy.	E	AF/I
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<b>Knowledge, skills and abilities</b>		
– Excellent classroom practitioner.	E	AF/I
– Excellent knowledge of teaching and learning.	E	AF/I
– Excellent pedagogical understanding.	E	AF/I

– Excellent knowledge of latest research in education.	E	AF/I
– Excellent communication skills, both written and oral.	E	AF/I
– A commitment to undertake and use evidence-based research to promote the continuous growth and development of teaching and learning across the Trust.	D	AF
– Excellent understanding of the use of IT to promote teaching and learning.	D	AF/I
– To understand the mission/aims of STEP Academy Trust and to understand how we work together in a family of schools	E	I
– To be aware of Child Protection policy/procedures.	E	AF/I
– Able to interpret data and translate this to priorities for school improvement in regards to teaching and learning.	E	A/I
– A secure understanding of the National Curriculum.	E	AF/I
– Experience of curriculum design.	E	AF/I
– Awareness/commitment to Equality and Diversity.	E	AF/I/R
– To be able to manage and support strategic change.	E	I
– Cognisance in the use of ICT to promote teaching.	E	AF/I
<b>Other (including special requirements)</b>		
Access to car	E	AF/I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Commitment to attendance at work	E	I
<b>Confidential References and Reports</b>		
References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities related to above	E	R
Positive recommendation from current employer	E	R
Satisfactory health and attendance record	E	R