



# Bryn Offa Church of England Primary School

Rockwell Lane, Pant, Oswestry, Shropshire, SY10 9QR

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## Deputy Headteacher Person Specification

Requirement	Essential	Desirable
Qualification	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree</li> <li>• Evidence of Continuing Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further study</li> <li>• Postgraduate level qualification</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience across the primary age range</li> <li>• Proven record of successful classroom teaching in a primary school</li> <li>• Proven record of subject leadership</li> <li>• Proven record of successful recent experience as a senior leader in a primary school</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supporting/working in partnership with other schools</li> <li>• Curriculum leadership in one or more core subject</li> <li>• Experience of teaching in more than one school</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>• A high regard for the personal development and achievement of each child</li> <li>• Commitment to inclusion and equality of access to educational provision for all children and proven experience of a range of teaching and learning strategies to meet the needs of all pupils</li> <li>• Clear understanding of what is effective teaching and learning</li> <li>• An understanding of consistent approaches to behaviour management</li> <li>• Ability to demonstrate knowledge of current curricular and educational issues/relevant legislation</li> <li>• Clear knowledge and understanding of assessment and monitoring procedures (including analysing data, developing strategic plans, setting targets, monitoring and evaluating progress) and proven ability to implement these</li> <li>• Excellent ICT skills and knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Innovative and creative approach to teaching and learning</li> <li>• Experience of lesson study and/or other innovative approaches to CPD</li> <li>• Experience of implementing Adaptive Teaching strategies (or similar strategies)</li> </ul>

Leadership and management	<ul style="list-style-type: none"> <li>• A clear vision of excellence in primary education</li> <li>• Ability to initiate and manage change sensitively in pursuit of strategic objectives</li> <li>• A proven ability to raise educational standards and a commitment to high standards of achievement</li> <li>• Understanding of school improvement planning</li> <li>• Experience of effective monitoring and evaluation of teaching and learning</li> <li>• Commitment to the continuing professional development of all staff</li> <li>• Experience of Performance Management of teaching staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading professional development opportunities</li> <li>• Experience of managing a budget</li> <li>• Experience of working effectively with the Governing Body</li> <li>• Experience of Performance Management of support staff</li> <li>• Experience of recruitment, appointment and induction of staff</li> </ul>
Decision making and organisation	<ul style="list-style-type: none"> <li>• Excellent administrative and organisational skills</li> <li>• Experience of contributing to strategic decisions</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of making well-judged, difficult decisions</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills</li> <li>• Able to communicate effectively orally and in writing with the whole school community</li> <li>• Evidence of good working relationships with parents and the wider school community</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with other schools, organisations and agencies</li> </ul>
Self-management	<ul style="list-style-type: none"> <li>• A well organised person able to manage time effectively, to delegate, to prioritise and to meet deadlines</li> <li>• Evidence of being proactive and highly committed to own professional development</li> </ul>	
Promoting the welfare of children	<ul style="list-style-type: none"> <li>• A commitment to the protection and safeguarding of young people and an up-to-date knowledge of Child Protection procedures</li> <li>• Experience of dealing with difficult pastoral issues</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of safeguarding reviews/conferences</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Ability to lead by example and inspire others to achieve positive results</li> <li>• Adaptable and flexible approach</li> <li>• Ability to build, support, motivate and work as part of a high-performing team</li> <li>• Ability to inspire children and staff</li> </ul>	