

Person Specification Deputy Headteacher



Specification	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Qualified to degree level or equivalent 	<ul style="list-style-type: none"> • A relevant higher level qualification (e.g. NPQH, Masters etc.) 	<ul style="list-style-type: none"> • Application
Experience	<ul style="list-style-type: none"> • Outstanding teaching ability. • Middle leadership with experience of primary level. • Leading successful change initiatives. • Leadership of a major subject area. • Ability to develop and achieve challenging goals/targets for pupils and staff to secure sustained improvement in standards and achievement. • Tracking and monitoring of data to support raising standards and achievement. • Participation in inclusion and safeguarding initiatives 	<ul style="list-style-type: none"> • Senior leadership experience. • Experience of more than one key stage. • Experience of curriculum continuity between key stages. • Financial, personnel and resource management. • Involvement in multi-agency activities. 	<ul style="list-style-type: none"> • Application • References • Selection process stage
Philosophy and Shaping the Future	<ul style="list-style-type: none"> • Commitment to creative and innovative approaches to raise standards and 	<ul style="list-style-type: none"> • Initiating and managing change in response to strategic planning. 	<ul style="list-style-type: none"> • Application. • References.

	<p>achievement based on analytical consideration.</p> <ul style="list-style-type: none"> • Ability to enthuse and motivate pupils, staff and parents/carers to achieve the best possible outcomes for children. • Commitment to building and communicating the visions, aims and values of New Chapter and MKET. • Commitment to a secure, empathetic yet challenging learning environment. • Commitment to developing the 'whole child'. • Commitment to a culture of safeguarding, inclusion, diversity and access. 		<ul style="list-style-type: none"> • Selection process. • Interview.
Teaching and Learning	<ul style="list-style-type: none"> • Ability to develop and lead a curriculum that pupils and staff find accessible, engaging and challenging, and which provides sustained improvements in standards and attainment. • Demonstrates the use of assessment data and benchmarks to monitor pupil's progress and raise attainment. • Understands the critical use of a range of evidence based monitoring and evaluation sources for both pupils and staff; how this is used to raise standards and attainment, and realise the full potential of all. 	<ul style="list-style-type: none"> • Development of evidence based systems focused on achievement and attainment. 	<ul style="list-style-type: none"> • Application • Selection process • Interview

<p>Developing Self and working with others</p>	<ul style="list-style-type: none"> • Up-to-date knowledge of national education policies, practices and trends. • Understands the need for CPD to secure improved standards and achievement of pupils, and enhance the professional standing of staff. • Commitment to working with all stakeholders in a challenging yet even-handed, collaborative, open way. 	<ul style="list-style-type: none"> • Undertaken performance management reviews, providing clear and constructive feedback. • Coached and mentored to bring about sustained improvement. • Planned, secured, and evaluated the effectiveness of, professional development for staff and self. • Developed monitoring and evaluation protocols. • Proven history of CPD covering a wide range of teaching practices and policies. 	<ul style="list-style-type: none"> • Application • References • Selection process • Interview
<p>Managing the School</p>	<ul style="list-style-type: none"> • Exhibits strong leadership and management, through direction and example. • Ability to effectively organise, prioritise, and plan activities of self and others. • Ability to devolve responsibilities, delegate tasks and monitor and evaluate practices to ensure implementation and effectiveness. • Uses an analytical, informed approach to decision making. • Commitment to the safety and well-being of all staff and pupils. 	<ul style="list-style-type: none"> • Proven experience of successful change planning and implementation. • Understands the budgetary and financial planning framework. 	<ul style="list-style-type: none"> • Application • References • Interview

<p>Enhancing Community</p>	<ul style="list-style-type: none"> • Understands need to maintain and improve relationships with parents, carers, other schools and the wider community. • Commitment to developing the school as a focus for the community. • Commitment to enhancing the contribution of external organisations to the life of the school. • Commitment to professional development and learning initiatives throughout MKET and the wider learning community. • Ability to effectively communicate the visions and aims of New Chapter and MKET to the wider community. 	<ul style="list-style-type: none"> • Evidence of externally focused initiatives/activities focused on the school/community relationships. 	<ul style="list-style-type: none"> • Application • Interview
<p>Securing Accountability</p>	<ul style="list-style-type: none"> • Ability to support the governing body of New Chapter to understand the needs of the school, its strengths and weaknesses. 	<ul style="list-style-type: none"> • Possess a sound knowledge of statutory frameworks for evaluation and monitoring of whole school performance. 	<ul style="list-style-type: none"> • Application • Selection process • Interview
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Enthusiastic and energetic. • Innovative and outward looking. • Strong communicator. • Professional presence. • Self-critical. • Even-handed and sympathetic to relationship management. • Numerate and analytical. • Questioning and challenging. • Punctual and good attendance. 		<ul style="list-style-type: none"> • Application • Selection process • References

General Requirements

- All school based posts are defined as Regulated Activity and therefore this post is subject to an Enhanced with Barred List DBS check.
- Belief in the positive difference high quality educational opportunities make to people's lives.
- Commitment to uphold MKET's Equalities and Health and Safety Policies.
- All staff must follow the MKET Code of Conduct.
- All staff must have an understanding of the requirements of Data Protection and confidentiality in the workplace.