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| Gaddesden Row JMI School |

Deputy Headteacher Person Specification

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| ATTRIBUTES | ESSENTIAL | DESIRABLE |
| PROFESSIONAL/EDUCATIONAL QUALIFICATIONS* Qualified teacher status
* 5 years qualified teacher status
* Evidence of successfully teaching pupils with a wide range of learning difficulties.
* Experience of teaching pupils in at least two key stages.
* Strong record of success as subject leader.
* Designated safeguarding lead
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| STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL* The ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents, governors, other schools, external agencies and the local community.
* Experience of working with staff from the Local Authority.
* The commitment to develop a positive and inclusive school ethos which values each individual.
* Experience of reflective practice in order to secure effective teaching and learning and to raise standards.
* Knowledge of recent educational developments, initiatives and legislation, and how they may impact on the school.
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| LEADERSHIP AND MANAGEMENT* Proven experience as a subject leader, leading, motivating and managing staff effectively and working as a team member.
* Experience of line managing staff
* Proven ability to self-motivate, use initiative and lead pro-actively.
* Good organisational skills and the ability to have a flexible and adaptable approach.
* To possess excellent listening, written and oral communication skills.
* The ability to manage time effectively.
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| TEACHING AND LEARNING* The ability to create a safe and stimulating environment that contributes positively to teaching and learning, with the knowledge and skills to promote high standards of discipline and behaviour.
* A proven ability in the use of information and communication technologies and of their application in management and education.
* Experience of successfully leading whole school curriculum developments.
* A profile of consistently good and outstanding teaching.
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| PERSONAL QUALITIES* Self-motivated and well organised.
* Positive and optimistic disposition
* Receptiveness to new ideas.
* Genuine desire to work as part of a team with the prime intention of providing the best possible all round education for our pupils.
* Commitment to your own professional development.
* Flexible and resourceful.
* Ability to deal confidently and sensitively with pupils and parents
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