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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 |  |  |
| 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. | 🗸  🗸  🗸  🗸 | 🗸 |
| 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. | 🗸  🗸  🗸  🗸  🗸  🗸 |  |
| 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. | 🗸  🗸  🗸 | 🗸 |
| 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 | 🗸  🗸  🗸  🗸  🗸  🗸 |  |