

**JOB TITLE:** Deputy Headteacher

**SECTION:** Secondary School

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**Qualifications & Experience**

- Qualified teacher status
- Successful leadership and management experience in a school
- Demonstratable experience of successful line management and staff development
- Involvement in school self-evaluation and development planning
- Understanding of school finances and financial management
- Experience of developing and implementing whole school policies
- Experience of using a range of information and evidence to raise pupil achievement
- Experience of the effective use of assessment and analysis in raising standards
- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- Experience of developing and successfully delivering inclusive practice to ensure equal opportunities for all.
- Evidence of involvement with Governors and working in partnership with parents.
- Exemplary classroom practitioner
- Substantial SLT experience in a secondary school with strong evidence of success and impact.
- Experience of having successfully led, planned, managed and evaluated change which has had a significant impact
- Experience of implementing strategies for improving student outcomes including promoting excellence and challenging poor performance of students or staff
- Be able to demonstrate the ability to work strategically and successfully at SLT level.

**Skills and Abilities**

- An understanding of how to deliver high quality Teaching and Learning.
- Knowledge and awareness of current developments in education
- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- A proven leader with strategic skills who is able to think analytically and creatively and demonstrate initiative in solving problems
- Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people; with high expectations and the energy and vision to contribute significantly to raising standards for all
- An excellent team player, genuinely committed to working in partnership with staff, students, parents and governors as well as the wider community
- An excellent organiser, 'a finisher', who is able to follow ideas through to fruition, review,

- evaluation and further development
- An understanding of how to manage change and innovation.
  - A leader who can challenge underperformance and hold individuals and teams to account for student outcomes
  - Shows a practical understanding of how to analyse and use the full range of evidence, including performance data and external evaluations, to support, monitor and evaluate and improve aspects of the school
  - Be able to demonstrate emotional resilience when working with challenging behaviours
  - Be able to work under pressure and prioritise workload in order to meet deadlines and targets
  - Be an excellent communicator, to a variety of audiences, with good interpersonal skills and emotional intelligence, who can inspire, challenge, motivate and empower teams and individuals to achieve high goals
  - Be able to demonstrate personal and professional integrity, including modelling values and vision.
  - An understanding of how to ensure inclusion and access for all

### **Personal Qualities**

- Enthusiasm, optimism and resilience
- High expectations and energy with a capacity for sustained hard work
- Innovative in thought and practice
- Has an understanding of the intellectual, personal, social, and emotional needs and expectations of students.
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.
- Passionate about the education of young people.
- Good sense of humour with the ability to stay calm under pressure

### **Equalities**

- Ability to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council's Equalities Policy.

Dorothy Stringer is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and comply with the Department of Education Statutory Guidance 'Keeping Children Safe in Education'.