



THE RICHARD PATE SCHOOL

Person Specification: DEPUTY HEAD

Qualifications	Essential	Desirable
	<p>Qualified Teacher Status High quality University Degree in a recognised academic discipline</p>	<p>Evidence of continuous INSET and commitment to further professional development</p>
Experience	<p>The Deputy Head should have experience of: * leadership at a senior level within a school * planning and development of curriculum</p>	<p>In addition the Deputy Head might have experience of: * classroom observation * peer coaching and mentoring</p>
Knowledge and Understanding	<p>The Deputy Head should have experience of: * the theory and practice of providing effectively for the individual needs of all children * the Every Child Matters agenda * Safeguarding Children rules * Safer Recruitment legislation * assessment tools used for monitoring pupils' learning * ISI inspection criteria * classroom observation as a tool to promote best practice</p>	<p>In addition the Deputy Head might have experience of: * educational research * the role of an ISI Inspector * the links between schools and between the school and the community</p>
Skills	<p>The Deputy Head should have experience of: * effective communication (both orally and in writing) to a variety of audiences * high order IT skills * listening well and being a calm negotiator</p>	<p>In addition the Deputy Head might have experience of: * appraise performance of colleagues through an established programme</p>

Skills (cont'd)

The Deputy Head should have experience of:

- * being able to act as a critical friend, counsel and be supportive of colleagues
- * promoting the school's aims positively and using effective strategies to monitor motivation and morale
- * developing good personal relationships within a team
- * establishing and developing close relationships with parents, trustees and the community

Personal

Characteristics

Highly motivated
Organised
Approachable
Committed
Good Sense of Humour
Empathetic
Enthusiastic
Patient
Resourceful
Dynamic
Analytical