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Success • Excellence • Achievement
 Trust • Honesty • Openness • Respect • Nurture • Enjoyment

Person Specification Post: Deputy Headteacher

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to an enhanced Disclosure and Barring Service check, medical screening and good references.

Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
First Degree or Equivalent	✓	
Appropriate professional updating	✓	
Specific training in leadership and management.	✓	
Knowledge and Understanding	Essential	Desirable
Substantial and successful primary teaching experience	✓	
Experience of whole-school curriculum management leading to school improvement	✓	
Excellent classroom practitioner	✓	
A strong commitment to inclusion with high expectations for all learners	✓	
Highly successful experience of leading and managing whole school developments in a number of areas regarding teaching and learning and raising standards of attainment and achievement across the school	✓	
Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement	✓	
Good understanding and use of assessment, including target setting and tracking	✓	
Understanding of effective techniques and policies for behaviour management	✓	
Knowledge and understanding of up to date developments in IT for teaching and management purposes	✓	
A good understanding of the requirements of transition between key stages		✓
Knowledge and understanding of Pupil Premium funding and strategies to promote excellent outcomes for disadvantaged children		✓
Financial understanding of budget setting and review, and maintaining best value for money		✓
Leadership and Management	Essential	Desirable
Senior leadership and management experience	✓	
A good understanding of whole school issues	✓	
Experience of planning for change, development and improvement	✓	
The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community	✓	
Ability to set and meet challenging targets, for pupils and the school, and to enable others to do this	✓	
Ability to analyse, prioritise and meet deadlines	✓	
Experience of conducting staff induction, mentoring and performance management	✓	
Experience of whole school self review and evaluation	✓	
Knowledge of the role of Governors		✓
Able to demonstrate leadership qualities and people management skills	✓	
Able to motivate, promote good relationships and effectively communicate with all stakeholders	✓	
Experience of having led whole school initiatives	✓	
Commitment to supporting community/external agencies involvement in school	✓	
Commitment to safeguarding and promoting the welfare of children	✓	

Personal Qualities	Essential	Desirable
Creative, resilient, enthusiastic and proactive, keen to embrace new ideas and challenges	✓	
Approachable, caring and empathetic	✓	
Able to prioritise and manage workload for yourself and others.	✓	
Works well as part of a team	✓	
Flexible, listens and is prepared to seek advice and support	✓	
Demonstrates a concern for the pastoral and spiritual welfare of all in the school	✓	
Committed to continuing professional development for self and others	✓	
Committed to active parental involvement	✓	
Able to deal sensitively with people and resolve conflict	✓	
Commitment to making learning fun	✓	

Your application form will be assessed on how you meet the above criteria, so it is important that you can show evidence of the above qualities and skills throughout the appointment process.