



Longridge High School

Excellence and ambition from all, for all

Person Specification

Deputy Headteacher

All candidates will be assessed against the following criteria:

| | Essential (E) Desirable (D) | Application (A) Interview (I) Reference (R) |
|---|--------------------------------|---|
| Qualifications, Experience and Professional Development | | |
| Qualified Teacher Status | E | A |
| Degree | E | A |
| Professional development in preparation for Headship / Deputy Headship. | E | A |
| Leadership and Management Experience | | |
| Substantial experience as an Assistant Headteacher or equivalent | E | A/I/R |
| An outstanding teacher with a proven track record of achieving excellent GCSE results | E | A/I/R |
| Experience of leading a whole school strategy which has had/ is having an impact on the personal development of pupils. | E | A/I/R |
| Demonstrated the ability to work strategically and successfully at senior leadership level | E | A/I/R |
| Experience of working with external agencies. | E | A/I/R |
| Experience of working successfully with other educational providers and partners | E | A/I/R |
| An understanding of working with data at a strategic level with a clear knowledge and understanding of new progress measures and the impact on the curriculum | E | A/I/R |
| Teaching Experience | | |
| Demonstrated excellent and sustained leadership of a curriculum team or year team | E | A/I/R |
| An outstanding classroom practitioner with a proven track record of consistently excellent results and outcomes at GCSE | E | A/I/R |
| Experience of teaching in at least two schools and leadership in at least one school. | E | A/I/R |

| | Essential (E) Desirable (D) | Application (A) Interview (I) Reference (R) |
|--|--------------------------------|---|
| Professional Experience Knowledge and Understanding | | |
| The ability to demonstrate strategic thinking and planning which is communicated effectively to carry forward a coherent and shared vision | E | A/I/R |
| Successful experience of delegating responsibilities and monitoring tasks and their implementation effectively | E | A/I/R |
| Knowledge of and commitment to the implementation of the Safeguarding agenda. | E | A/I/R |
| Financial responsibility for a key area of school improvement. | D | A/I/R |
| Wider Community | | |
| A commitment to and experience of building and sustaining effective relationships with parents / carers / other schools and partners and the wider community, to enhance the experience and progress of all pupils | E | A/I/R |
| Experience of developing and leading strategies that encourage parents and carers to support children's learning. | E | A/I/R |
| Personal Skills and Attributes | | |
| Ability to embed successful change across the school by effectively implementing and completing tasks to a time scale, and evaluating their impact within a set time framework | E | A/I/R |
| Ability to inspire, challenge, motivate and empower teams and individuals to achieve the highest standards | E | A/I/R |
| Ability to think analytically and creatively, with the initiative to solve problems | E | A/I/R |
| Demonstrate personal and professional integrity with resilience | E | A/I/R |
| A positive outlook combined with the capacity for sustained high level work | E | A/I/R |
| The desire to move onto Headship. | D | A/I/R |
| Confidential References, Reports and Application | | |
| Strong recommendations from all referees, including current employer | E | |
| Good health and attendance record | E | Post interview |
| Accurate and full completion of application form | E | A |
| Completion of a letter of application (Times New Roman, font 12) - maximum 3 sides of A4. | E | A |