



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