

Person Specification

DEPUTY HEADTEACHER



Candidates will be shortlisted equally against the requirements of the Person Specification. The same selection panel will both shortlist and interview candidates. Those whose application forms provide information that best meets the criteria of the Job Description and Person Specification, experience and qualifications will be invited to interview.

EDUCATIONAL	<ul style="list-style-type: none"> • QTS • Degree or equivalent • Evidence of significant and continuing professional development
EXPERIENCE	<ul style="list-style-type: none"> • Strong professional development record • An outstanding classroom practitioner • Proven record of positive impact in a senior management role • Experience of successful change management • Record of success in more than one team
KNOWLEDGE	<ul style="list-style-type: none"> • An understanding of high quality teaching and effective learning • Understanding of strategies and tactics to secure whole school improvement • Clear understanding of the current educational agenda • The potential of student leadership and parental engagement • Clear vision for this school's future • An understanding of the potential of this role • Strategies for raising standards of achievement for all students
SKILLS & ABILITIES	<ul style="list-style-type: none"> • Proven ability to design, monitor and evaluate classroom provision based on the identified learning needs of individual students • Proven ability to use data on a whole school level to raise performance • Proven ability to work sensitively and effectively with colleagues in helping them to improve their everyday classroom practice • Positive profile with students/staff/parents • Excellent written and oral communication • Good professional networks/contacts • Good team player/builder with the ability to set aspirational standards, provide professional direction and develop high performing teams • Decision making skills including the ability to think creatively, problem solve and identify opportunities • Ability to prioritise, plan organise, work under pressure and meet deadlines • Empathy with young people of all levels and backgrounds • Capacity for, and interest in, further promotion • Strategic thinking
QUALITIES	<ul style="list-style-type: none"> • Patience, persistence, flexibility, tact, imagination, intelligence, commitment, resilience, sensitivity, sense of humour
SAFEGUARDING	<ul style="list-style-type: none"> • Motivation to work with students • Ability to form and maintain appropriate relationships and personal boundaries with students • Emotional resilience in working with challenging behaviours • Attitudes to use of authority and maintaining discipline

Cockermouth School is committed to safeguarding and promoting the welfare and well-being of its students, engages with young people and staff in policy and practice developments, proactively encourages feedback and expects all staff and volunteers to share this commitment.

January 2018