

# Person Specification

**Job Title:** Deputy Head Teacher

**Salary Range:** **L12-L16, OUTER LONDON**

**Reporting to:** Head Teacher

## Qualifications & Training

Criteria	Essential	Desirable	How Assessed
Qualified Teacher Status (QTS)	✓		Application
Degree-level qualification	✓		Application
Additional leadership qualifications (e.g., NPQSL, NPQH, Masters)		✓	Application
Evidence of high-quality professional development relevant to senior leadership	✓		Application / Interview

## Experience

Criteria	Essential	Desirable	How Assessed
Successful leadership and management experience in a primary school	✓		Application / Interview
Experience leading teaching, learning and curriculum development	✓		Application / Interview
Experience line-managing and developing staff	✓		Application / Interview
Experience analysing data to support improvements in pupil outcomes	✓		Application / Task / Interview
Experience contributing to school improvement planning	✓		Application / Interview
Experience as a DSL or Deputy DSL and leading safeguarding developments	✓		Application / Interview
Experience leading behaviour, safeguarding or inclusion work	✓		Application / Interview
Experience working with governors, the local authority, or external partners and community engagement	✓		Application / Interview

## Skills & Knowledge

Criteria	Essential	Desirable	How Assessed
Strong understanding of high-quality, evidence-informed teaching practice	✓		Interview / Task
Strong knowledge of curriculum design and progression across subjects	✓		Interview
Ability to provide effective instructional coaching and professional development	✓		Application / Interview / Task
Deep understanding of safeguarding, including statutory expectations and leading a safeguarding culture	✓		Application / Interview / Task
Understanding of assessment systems (formative and summative) and their strategic use	✓		Application / Interview / Task
Ability to model professional conduct and promote staff professionalism	✓		Interview
Knowledge of risk management and health and safety responsibilities	✓		Application / Interview
Ability to strategically lead alongside the Head Teacher	✓		Interview
Understanding of financial management principles at school level	✓		Interview

## Personal Qualities

Criteria	Essential	Desirable	How Assessed
A commitment to safeguarding, welfare and the highest standards for pupils	✓		Application / Interview
Ability to sustain an excellent professional partnership with the Head Teacher	✓		Application / Interview
Commitment to maintaining confidentiality at all times	✓		Application / Interview
High expectations for all pupils and commitment to inclusion and belonging	✓		Application / Interview
Ability to work under pressure, prioritise effectively and remain resilient	✓		Interview / Task
Capacity to think strategically and translate vision into practical action	✓		Interview / Task
Excellent communication and interpersonal skills	✓		Interview
Ability to inspire confidence and respect from pupils, staff, parents and governors	✓		Interview
Reflective, compassionate and emotionally intelligent leadership style	✓		Interview
Commitment to working collaboratively with colleagues, families and the wider community	✓		Interview

