



PERSON SPECIFICATION
Deputy Headteacher at Applegarth Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range	x	
Thorough knowledge of the National Curriculum	x	
Demonstrable experience of senior leadership in education	x	
Ability to inspire and motivate others	x	
An outstanding classroom practitioner with experience across the primary age range	x	
Evidence-based leader	x	
A firm commitment to improving the outcomes for all	x	
Proven track record of leading change for improvement	x	
Experience of developing others	x	
Experience of collaborative working	x	

The Selection Panel will particular focus on the following key competencies:

Key Competencies	Essential on appointment	Desirable on appointment
Resilience	x	
Setting & achieving challenging goals	x	
Accepts accountability and holding others to account	x	
High expectations of self and others	x	
Influencing	x	
Partnership working	x	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to all aspects of safeguarding and	x

the welfare of children and young people	
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x