



THE LONDON NAUTICAL SCHOOL

PERSON SPECIFICATION

School: THE LONDON NAUTICAL SCHOOL

Job Title: Deputy Headteacher

Grade: Leadership Scale 17 -21

		Essential	Desirable	Source: A: Application I: Interview R: References
Qualifications/ Training	Qualified Teacher Status	•		A
	Degree in related subject	•		A
	NPQSL or NPQH		•	A
	Evidence of commitment to Continual Professional Development including recent participation in a range of relevant in-service training	•		A/I
	Understanding of the most relevant and up to date Inspection Framework for Schools	•		A/I
	Knowledge of the SEND Code of Practice		•	A/I
Relevant Experience	Relevant classroom teaching experience	•		A/I/R
	Successful whole school leadership position, preferably in an inner city or urban school setting		•	A/I/R
	Evidence of managing change in a logical, efficient and sensitive manner	•		A/I
	A proven and sustained track record at department or whole school level of positive impact upon attainment at Key Stage 4 and, if possible, post 16	•		A/I/R
	Leadership and resource management of a major school project or initiative	•		A/I
	Evidence of improving departmental or whole school teaching, learning and classroom practice	•		A/I/R
	Experience of selecting, developing and retaining high quality staff	•		A/I
	Evidence of contribution to management of performance issues and creating opportunities to develop others	•		A/I/R

Safeguarding	Understanding of responsibilities of a SENIOR LEADER in ensuring compliance with Health and Safety Legislation	•		A/I/R
	Clear commitment to and understanding of Child Protection matters, Safeguarding Legislation and practice	•		A/I/R
	Qualified Designated Safeguarding Lead / Deputy Designated Safeguarding Lead experience	•		A/R
	Knowledge of and a commitment to the protection and safeguarding of children and young people, and has an up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.	•		I
Leadership and Management	Effective Leadership experience at Assistant Head or other SLT level in a Secondary School	•		A/I/R
	Experience of leading INSET / conducting training	•		A/I/R
	Understanding of strategies for staff performance management, pay and progression	•		I
	Evidence of strategic planning to raise standards for school improvement	•		A/I/R
	Experience of successful implementation of strategies for raising achievement and ensuring effective teaching and assessment	•		A/I/R
	Evidence of embracing and leading change	•		A/I/R
	Have experience of multi agency working to support vulnerable children and families, and to promote excellent attendance	•		A/I/R
Experience of Teaching	Proven excellence as a classroom practitioner, across the age and ability range	•		A/I/R
	Promote high standards of pupil behaviour and attitudes to learning	•		A/I/R
	Evidence of effective classroom practice including the application of new technologies	•		A/I
	As a teacher to be accountable to the school systems of teacher assessment	•		A/I
	A secure knowledge and understanding of subjects(s)/curriculum area(s) and related pedagogy	•		A/I
Professional Knowledge and Understanding	Ability to communicate and translate a shared vision into practice	•		A/I/R

	<p>Understanding the complexity of accountability required of a Senior Leader</p> <p>Understanding of School budget management and financial accountability</p> <p>Ability to support a balanced curriculum to enable all students to achieve their full potential</p> <p>Confidence in accessing, analysing, interpreting and synthesising information demonstrating high order analytical skills to make informed judgements</p> <p>The use of data to establish benchmarks and set targets for improvement</p> <p>Drive improvement and challenge underperformance</p> <p>Have an understanding of national policy, curriculum and assessment developments and the statutory and legal framework within which a school operates, including the Ofsted Inspection Framework</p> <p>A robust knowledge of behavioural techniques and theories and their application</p>	<ul style="list-style-type: none"> • • • • • • • • • 	<ul style="list-style-type: none"> • 	<p>A/I/R</p> <p>A/I</p> <p>A/I/R</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
Personal Skills and Abilities	<p>Highly approachable, has presence and enjoys being visible to staff, students and parents</p> <p>Ability to relate to, and a genuine enthusiasm for, the development of young people</p> <p>Ability to communicate effectively both orally and in writing with pupils, parents/carers, staff and the wider community</p> <p>Ability to work as part of a team to deliver a holistic educational package</p> <p>Ability to collaborate effectively with other partners and build and maintain good relationships with all stakeholders, including the local community</p> <p>Self-motivated and excellent organisational skills and the ability to prioritise workload effectively</p> <p>Ability to cope with emotionally demanding situations</p> <p>Flexible creative and adaptable approach</p> <p>Ability to inspire and develop leadership in others</p> <p>Imaginative, motivational and ability to retain a sense of humour</p> <p>Commitment to maintaining confidentiality at all times</p>	<ul style="list-style-type: none"> • • • • • • • • • • • 		<p>I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>I</p>

