



Hill View Primary Academy

**Personal Specification**

**Job Title:** Deputy Headteacher

**Grade:**

**Start Date:** January 2026 or sooner if possible

**Deputy  
Headteacher**



**INTRODUCTION**

The Headteacher, Governors, staff and children are seeking to recruit an exceptional non-class based Deputy Headteacher, who is enthusiastic, inspirational and forward thinking, to join the leadership team.

Essential	Desirable
Qualifications/Professional Development	
<ul style="list-style-type: none"><li>➤ Qualified to degree level</li><li>➤ Qualified teacher status</li><li>➤ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning</li><li>➤ Ability to identify own learning needs and to support others in identifying their learning needs.</li></ul>	<ul style="list-style-type: none"><li>➤ Evidence of and/or working towards further accredited qualification linked to leadership and management</li><li>➤ Trained in Supervision</li><li>➤ NPQSL Accreditation</li></ul>
Experience	
<ul style="list-style-type: none"><li>➤ Successful and substantial teaching experience within the 4-11 age range within more than one school</li><li>➤ A proven track record of exemplary class teaching resulting in at least consistently good pupil progress over time</li></ul>	<ul style="list-style-type: none"><li>➤ Experience of working with an integrated curriculum.</li><li>➤ Experience of working with a governing body.</li><li>➤ Experience Designated Teacher for Looked after Children</li></ul>

<ul style="list-style-type: none"> <li>➤ Expertise across a range of curriculum areas and key stages.</li> <li>➤ Successful previous experience of deputy headship.</li> <li>➤ Knowledge &amp; expertise of leading whole school assessment.</li> <li>➤ Able to use IDSR &amp; Ofsted Inspection Dashboard to identify trends and areas for further investigation.</li> <li>➤ Experience of working and leading staff teams promoting personal accountability and responsibility.</li> <li>➤ Experience of appraisal process and supporting the professional development of colleagues</li> <li>➤ Leadership of middle management / phase leaders</li> </ul>	
<p>Knowledge, Skill and Abilities</p>	
<ul style="list-style-type: none"> <li>➤ Knowledge of Read Write Inc</li> <li>➤ Current knowledge of statutory assessments and assessments that impact on pupil progress &amp; attainment.</li> <li>➤ Keeps abreast of current educational issues and developments.</li> <li>➤ Ability to communicate clearly and concisely to a range of audiences, both orally and in writing.</li> <li>➤ Ability to delegate work and support colleagues in undertaking responsibilities.</li> <li>➤ Evidence of implementing and embedding of successful change</li> <li>➤ Good understanding of assessment for learning</li> <li>➤ Proven ability to implement and embed strategies for raising pupils' achievement.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Knowledge of Power Maths</li> <li>➤ Knowledge Talk Through Stories, Talk for Writing</li> <li>➤ Knowledge of PP strategy and subsequent strategies for improvement .</li> </ul>

<ul style="list-style-type: none"> <li>➤ Has a positive and constructive approach to behaviour.</li> <li>➤ Strong background in safeguarding</li> </ul>	
Professional Ethos and Commitment	
<ul style="list-style-type: none"> <li>➤ Is fully committed to the protection and safeguarding of children and your people.</li> <li>➤ High level of professionalism and commitment.</li> <li>➤ An effective role model who demonstrates consistently positive attitudes, values and behaviour.</li> <li>➤ High expectations for self and others</li> <li>➤ Make a positive contribution to the wider life and ethos of the school.</li> <li>➤ Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.</li> </ul>	
Personal Qualities	
<ul style="list-style-type: none"> <li>➤ Highly motivated, energetic and enthusiastic, who is approachable and promotes positive relationships.</li> <li>➤ Resilient, calm and effective under pressure.</li> <li>➤ Approachable with excellent interpersonal skills.</li> <li>➤ Demonstrate proper professional regard for the ethos, policies and practice of the school.</li> </ul>	
Safeguarding	
<p>Hill View Primary Academy is committed to safeguarding and promoting the welfare of children and young people, and it expects all staff to share this commitment. These appointments are subject to enhanced DBS checks and employment checks.</p>	

