

Jigsaw Learning Trust  
**Fulwell Infant School Academy**  
 Deputy Headteacher Person Specification

Key Criteria		Essential/ Desirable	Assessment Application/ Task/Interview / Vetting (A, T, I, V)
<b>Qualifications and Training</b>			
1	Qualified Teacher Status	E	A, V
2	Evidence of recent and continued personal and professional development in teaching, learning and assessment (within the last 3 years). Provide examples of the impact of this training within school	D	A, I, V
<b>Aptitude, Skills and Experience</b>			
3	A strong commitment to the safeguarding and welfare of children and young people, with a proactive approach to identifying and responding to safeguarding concerns.	E	A, T, I, V
4	Leads with integrity, a clear vision, and experience of contributing to leadership and management in a primary school as a member of the Senior Leadership Team.	E	A, I, V
5	Experience of successful management of change, including monitoring effectiveness	E	A, T, I
6	Committed to ensuring every child thrives and has access to a high-quality, engaging inclusive curriculum.	E	A, T, I
7	Demonstrates the ability to use performance data and wider evidence to identify, formulate, implement, monitor and evaluate school improvement plans.	E	A, T, I
8	Experience of strategic planning and self-evaluation	E	A, T, I
9	Supports and motivates staff to deliver the highest quality of teaching and learning, sharing expertise in outstanding practice.	E	A, I, V
<b>Personal Attributes</b>			
10	Strong interpersonal skills to provide challenge and support while maintaining a positive school culture.	E	A, T, I
11	Demonstrates a relentless commitment to raising standards across the school, fostering a love of learning, high aspirations, and a belief in success among pupils.	E	A, T, I
12	Maintains a positive attitude and effectively communicates challenging decisions.	E	A, T, I
13	Is outward facing and able to lead through personal example as well as through leadership systems.	E	A, T, I
14	Excellent organisation and delegation skills.	E	A, T, I
15	Ability to act decisively.	E	A, T, I
<b>Other Requirements</b>			
16	Proficiency in using ICT for planning, teaching, and communication (e.g., data systems, office software, and educational apps)	E	A, T, I
17	A strong commitment to both Trust values and ethos will a willingness to work collaboratively across the Trust.	E	A, T, I

April 2025