

Stratford upon Avon School

Deputy Headteacher

Person Specification February 2026

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Desirable	Evidence base
Qualifications	<ul style="list-style-type: none"> • Q.T.S. • Hon's Degree 	<ul style="list-style-type: none"> • Further professional studies • Involvement in NPQH 	Application form.
Experience	<ul style="list-style-type: none"> • Secondary age range examination teaching • Excellent classroom practitioner • Substantial leadership and line management experience 	<ul style="list-style-type: none"> • A Level teaching • Holding a leadership role in more than one school • DSL/Deputy DSL experience; trained safer recruitment panel member 	Application, references and selection process.
Culture and Ethos	<ul style="list-style-type: none"> • Creates a safe, open safeguarding culture • Upholds British values and equalities, promoting positive, inclusive and respectful relationships across the school community • Encourages a culture of high staff professionalism • Improves behaviour climate through consistent, fair and respectful approaches to managing behaviour, sustaining high expectations • Capacity to inspire, challenge, motivate and empower teams and individuals to achieve high goals, including prioritising relevant CPD 	<ul style="list-style-type: none"> • Evidence of continuing professional development. • Led a successful whole-school behaviour/attendance strategy with demonstrable gains across key subgroups 	Selection process and references
Curriculum and Teaching	<ul style="list-style-type: none"> • Ensures evidence-informed teaching and effective assessment • Can quality assure and improve a broad and logically sequenced curriculum • Provides reliable and proportionate approaches when assessing students' knowledge and understanding of the curriculum • Promotes high standards of teaching & learning for all students, including those with SEN and disabilities 	<ul style="list-style-type: none"> • Experience of leading curriculum/teaching across multiple departments • Examiner or external QA experience • Experience leading alternative provision and successful reintegration 	Application, references and selection process.
Organisational effectiveness	<ul style="list-style-type: none"> • Turns strategy into well-sequenced implementation with milestones and evaluation, leading to sustained school improvement. • Manages risk, compliance and workload • Uses systems, processes and policies to enable the school to operate effectively and efficiently • Forges productive partnerships with parents, services and local schools 	<ul style="list-style-type: none"> • Innovative • Contribution to system leadership 	Application, references and selection process.
Other qualities	<ul style="list-style-type: none"> • Resilient, with high professional courage and accountability • Emotional intelligence to deal with people tactfully, fairly and with sensitivity • The ability to demonstrate sound and balanced judgement, decisiveness and flexibility • Demonstrates a high standard of written and oral communication skills • Completely IT competent 	<ul style="list-style-type: none"> • Sense of humour • Adaptable Leadership style 	Application, references and selection process.
Other information	<ul style="list-style-type: none"> • Displays commitment to the protection and safeguarding of children and young people • Post subject to Enhanced DBS 		Application, references and selection process.

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment.