

Sir John Barrow School

Person Specification:
Deputy Headteacher
March 2026



Applicants are asked to complete and sign the Westmorland and Furness application form for this position. This must be at the school by **12.00pm Friday 1st May 2026**. Please feel free to add a cover letter with the form if you wish to do so.

	Essential	Desirable
Qualifications	Full QTS following successful completion of NQT/ECT period	NPQL in relevant primary aspect/NPQH
Experience	<p>The applicant should have experience of:</p> <p><i>working with a variety of different age groups throughout the primary range;</i></p> <p><i>a track record of excellent class teaching;</i></p> <p><i>working closely with colleagues to support and develop learning for children across a school;</i></p> <p><i>confidence to lead a significant aspect/area in school and be able to demonstrate previous positive impact of their actions.</i></p>	<p>In addition, they might have experience of:</p> <p><i>specific training and skills beyond the classroom e.g. safeguarding, SEND etc;</i></p> <p><i>experience of coaching colleagues</i></p> <p><i>working beyond the school setting either within a network/ cluster/ LA etc;</i></p> <p><i>working closely with parents/carers and families to improve outcomes for children;</i></p>

<p>Knowledge and understanding</p>	<p>The applicant should have knowledge and understanding of:</p> <p><i>the strategic role of the DHT within a school;</i></p> <p><i>how to support staff to improve classroom practice and outcomes for children;</i></p> <p><i>current curriculum developments and the school's role in providing for all pupils;</i></p> <p><i>the importance of success for all children as learners and how this might be adapted for different children with different needs;</i></p> <p><i>new Ofsted Inspection Framework and the process; as well as the importance of their role and their contribution to whole-school success.</i></p>	<p>In addition, they might also have knowledge and understanding of:</p> <p><i>school Improvement planning (including impact evaluation);</i></p> <p><i>whole school tracking systems and analysis of data;</i></p> <p><i>implications of the curriculum review and the writing review</i></p> <p><i>Potential impacts for SEND within the new Education white paper</i></p>
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Skills	<p>The applicant will be able to:</p> <p><i>support the work of colleagues and promote staff development, through peer learning;</i></p> <p><i>be pro-active in supporting staff well-being and maintaining a quality working environment;</i></p> <p><i>have good interpersonal skills being able to listen and respond to adults and children;</i></p> <p><i>adopt a positive attitude to behaviour management;</i></p> <p><i>Be prepared to deputise in the absence of the headteacher.</i></p>	<p>In addition, they might be able to:</p> <p><i>show evidence of his or her active involvement across a wider community issue;</i></p> <p><i>show evidence or understanding of the ability to work collaboratively with other schools to further develop an aspect;</i></p>
Personal characteristics	<ul style="list-style-type: none"> ● <i>Committed to high quality education for all children</i> ● <i>Be able to lead by example</i> ● <i>Reflective and adaptable</i> ● <i>Organised and approachable</i> ● <i>Calm and caring</i> ● <i>Self-motivated and confident - with a sense of humour!</i> 	