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| Deputy Headteacher – Person Specification | |  |
| **Criteria** | **Essential Criteria** | **Criteria found** |
| **Qualifications** | Qualified teacher status. | AF |
| Evidence of recent continuing professional development. | AF |
| **Experience** | Excellent classroom practitioner with a willingness to work in any key stage. | AF LA |
|  | Managing a broad and balanced curriculum. | LA I |
|  | Experience of developing effective behaviour management. | AF LA I |
|  | At least 5 years experience in the primary sector | AF LA |
| Experience of managing whole school change | LA I |
| **School specific needs** | Ability to work in partnership with Headteacher. | AF LA I |
| Ability to enable independent learning | LA I |
| A commitment to and understanding of our school’s context and its demographic ‘ | AF LA I |
| **Professional and Personal Qualities** | An understanding of how children learn and a knowledge of recent research in this field. | AF LA I |
| Knowledge of equal opportunities for pupils and staff. | LA I |
| Ability to communicate clearly in a range of media | LA I |
| Fully committed to the school’s Christian values and developing continued links between the parish church and school | LA I |
| Is self-motivating and achieves challenging professional goals. | LA I |
| Ability to inspire colleagues and pupils | I |
| **Shaping the Future** | Being involved in monitoring and evaluating a school’s effectiveness. | AF LA I |
| Evidence of innovation, change to practice. | AF LA I |
| Good understanding of strategies for school improvement and self-evaluation. | AF LA I |
| Positive approach to change. | AF LA I |
| **Leading, Learning and Teaching** | Understanding and experience of the inclusion agenda. | AF LA I |
| Has a good understand of how children learn and how the impact of COVID has affected children’s learning styles | AF LA I |
| Being involved in target setting and tracking children’s progress | AF LA I |
| High expectations to continue to raise standards | AF LA I |
| **Managing the Organisation** | Proven ability in curriculum leadership which has resulted in improved standards | AF LA I |
| Proven leadership within a team approach. | AF LA I |
| Effective interpersonal and communication skills. | AF LA I |
| Effective organisational skills. | AF LA I |
| **Strengthening Community** | Proven ability of engaging families/carers in the life of the school | LA I |
| Commitment and enthusiasm for promoting interaction between the school and the wider community | LA I |
| Commitment to develop a range of extra-curricular activities. | LA I |
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| **Evidence:** AF - Application form LA - Letter of Application I - Interview Process (may include task/presentation) R - References | |  |
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| **Criteria** | **Desirable Criteria** | **Criteria found** |
| **Qualifications** | Evidence of further study. | AF LA |
| Willingness to engage with an NPQ programme | AF LA |
| **Experience** | Variety of teaching across the primary age range | AF LA |
| Sustained teaching experience within more than one Primary school | AF LA |
| Experience of having worked in a monitoring role | AF LA |
| Experience of having worked in a school with high PP numbers | LA |
| Experience of Performance Appraisal | LA |
| **School specific needs** | Please state curriculum strengths | LA I |
| Knowledge of how to raise standards across the school curriculum | AF LA |
| Experience in different teaching and learning styles. | AF LA I |
| **Professional and Personal Qualities** | Ability to recognise and promote the strengths of staff. | AF LA I |
| Ability to remain positive, cool, calm and collected at all times | LA I |
| Ability to hold others to account and to promote the wellbeing of our children over anything else | LA I |
| **Managing the Organisation** | Having worked closely and in partnership with Governors | LA |
| Awareness of financial management | LA I |
| A willingness to work with outside agencies | LA I |
| **Strengthening the Community** | Commitment to engage in Parent/School activities. | LA I |
| Ability to develop and maintain relationships with the local church community | LA I |
| A highly visible presence and good role model who inspires confidence and trust, empowering and motivating all stakeholders | LA I |
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| **Evidence:** AF - Application form LA - Letter of Application I - Interview Process (may include task/presentation) R - References | |  |
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