

## PERSON SPECIFICATION

### Vacant Position: Deputy Headteacher

<u>REQUIREMENTS</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>EVIDENCE</u>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• DFE recognised qualified teacher status</li> <li>• Attendance at a range of training dealing with current issues in education</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further professional development including development of leadership skills</li> <li>• SENCO Award</li> </ul>	Application/ Interview
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• Clear knowledge and understanding of current guidance on the safeguarding and wellbeing of children</li> </ul>	<ul style="list-style-type: none"> <li>• Completed Intermediate/ Level 2 Safeguarding training and experience of being a senior/ deputy designated person for safeguarding</li> </ul>	Application/ Interview/ Reference
<b>CHURCH SCHOOL DIMENSION</b>	<ul style="list-style-type: none"> <li>• Committed to supporting and promoting the Christian ethos and values of the school</li> </ul>	<ul style="list-style-type: none"> <li>• A practising Christian</li> </ul>	Application/ Interview/ Reference
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Friendly, approachable and encouraging</li> <li>• High levels of energy, enthusiasm, commitment and flexibility</li> <li>• Use of initiative and creativity</li> <li>• Sense of humour</li> <li>• Ability to work as part of a team and lead others</li> <li>• A positive approach and the ability to problem solve</li> <li>• Be prepared to motivate, challenge and inspire others</li> <li>• An ability to deal sensitively with people</li> <li>• A desire to foster positive relationships built upon mutual respect and trust</li> <li>• An ability to remain calm when working under pressure</li> </ul>		Application/ Interview/ Presentation Reference
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner with at least 5 years successful teaching experience across KS1 and 2</li> <li>• Experience of working on a school senior leadership team</li> <li>• Successful leadership of a core curriculum area across the whole school</li> <li>• A range of curriculum/ management responsibilities resulting from a consistent career progression</li> <li>• Proven ability in monitoring and evaluating the quality of teaching and learning, which has raised standards across the primary phase</li> <li>• Raising attainment and</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching in more than one school</li> <li>• Experience of successfully managing a key stage</li> <li>• SENCO</li> <li>• Contributing to whole school self-evaluation</li> <li>• Experience of using data analysis to inform school development</li> <li>• Experience of setting and reviewing targets for staff appraisal and performance management</li> </ul>	Application/ Interview/ Reference/ Lesson Observation

	<ul style="list-style-type: none"> <li>• achievement in a core subject</li> <li>• Proven ability in the practical application of effective target setting, data tracking and assessment procedures to improve standards</li> <li>• Promoting positive behaviour strategies using a trauma informed approach</li> <li>• Experience of policy development and implementation</li> </ul>	<ul style="list-style-type: none"> <li>• Mentoring other staff</li> <li>• Planning and delivering in service training at a whole school level</li> <li>• Whole school curriculum development</li> </ul>	
<p><b>KNOWLEDGE AND SKILLS</b></p>	<ul style="list-style-type: none"> <li>• Ability to lead by example</li> <li>• Show evidence of vision, initiative and leadership in managing change to enhance and raise standards</li> <li>• Show excellent interpersonal skills to lead and work within a team</li> <li>• Support the work of colleagues and promote staff professional development</li> <li>• Involve children, staff, parents, governors in the process of strategic school development</li> <li>• Effective organisational skills and the ability to prioritise work and meet deadlines</li> <li>• Good time management</li> <li>• Excellent oral and written skills</li> <li>• Confidence and competence using technology with the ability to use it effectively in teaching and management</li> <li>• Proven ability to lead a school initiative and monitor its impact</li> <li>• Strategies for improving the quality of teaching and learning, including promoting excellence and challenging poor performance</li> <li>• Expertise in creating a happy challenging and effective learning environment</li> <li>• Teach RE in accordance with the Diocesan syllabus and lead collective worship</li> <li>• Detailed knowledge and experience of teaching the National Curriculum including knowledge of the new National Curriculum</li> <li>• Monitoring, assessment, recording and reporting of pupils' progress</li> <li>• A good knowledge of current educational issues</li> <li>• Knowledge of strategies to support SEND and more able pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to lead extracurricular activities</li> <li>• Show evidence of active involvement in PTA/ community events</li> <li>• Experience of working with the school Governing Body</li> </ul>	<p>Application/ Interview/ Presentation Reference/ Lesson Observation</p>