



ST. PAUL'S C.E. PRIMARY SCHOOL

DEPUTY HEADTEACHER PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> Honours degree or equivalent Teaching qualification DFE Evidence of recent and relevant CPD Up to date child protection training 	<ul style="list-style-type: none"> A desire to undertake a senior leaders qualification 	Application
Experience	<ul style="list-style-type: none"> Key Stage/core subject Leader Exemplary Primary practitioner Evidence and track record of raising attainment/achievement Using ICT as a tool for teaching and learning. Effective at analysing data. Experience of contributing to whole school improvement 	<ul style="list-style-type: none"> Assistant Headteacher/ Deputy Headteacher Experience of teaching in more than one school and more than one key stage Staff governor Worked in a church school Data lead 	Application Interview
Knowledge and Understanding	<ul style="list-style-type: none"> Creating and evaluating development plans Strategies to raise standards/pupil achievement through effective planning, teaching and learning 	<ul style="list-style-type: none"> SEN and the statementing and EHC plan process New Primary curriculum The process of strategic planning 	Application Interview
Personal and Professional qualities	<ul style="list-style-type: none"> Practising Christian. Sympathy with a church school ethos. Inspirational, confident 	<ul style="list-style-type: none"> Evidence of encouraging and sustaining active involvement of 	Application

	<p>leader with a positive and approachable manner</p> <ul style="list-style-type: none"> • Able to work independently • Good team player. • Sense of humour • Excellent verbal and written communicator • Excellent motivator • Excellent attendance 	<p>parents and community.</p> <ul style="list-style-type: none"> • Application of revised performance management regulations. 	Interview
Management of people	<ul style="list-style-type: none"> • Able to work in partnership with governors, parents and outside agencies. • Evidence of monitoring teaching and learning and giving effective feedback • Set realistic and achievable goals 	<ul style="list-style-type: none"> • Management qualification • Evidence of ability to deal sensitively with people and resolve conflict. 	Application
School improvement	<ul style="list-style-type: none"> • Able to work closely with the Headteacher to move the school forward. • Able to provide clear and strategic vision to groups within the school • Ensure goals and targets are consistently achieved. • Determination to focus on the improvement of learning and teaching • Enthusiastic and committed approach to protecting and promoting the reputation and image of the school 		<p>Application</p> <p>Interview</p>
Safeguarding	<ul style="list-style-type: none"> • Up to date knowledge of safeguarding procedures 		