

**PERSON SPECIFICATION DEPUTY HEADTEACHER**  
**St John the Baptist C of E Primary School**

Category	Essential	Desirable
<b>1. Qualifications/ Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Qualified teacher status</li> <li>▪ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning</li> <li>▪ Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Postgraduate level qualification</li> <li>▪ NPQH award or Leadership Pathways certification</li> <li>▪ Experience of working with other schools/organisations/agencies</li> <li>▪ Experience of leading/coordinating professional development opportunities</li> <li>▪ Professional development involving church schools</li> </ul>
<b>2. Experience</b>	<ul style="list-style-type: none"> <li>▪ Successful experience of leading one or more subject areas</li> <li>▪ Substantial, successful teaching experience at outstanding grade <ul style="list-style-type: none"> <li>▪ At least 5 years successful teaching experience in the primary age range.</li> <li>▪ Teaching experience in at least 2 of the 3 key stages</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Curriculum leadership in one or more core subjects (for example RE)</li> <li>▪ Experience of teaching in more than one school</li> <li>▪ Successful experience in a leadership and management role</li> <li>▪ Experience as DH/Senior Leader</li> <li>▪ An awareness of self-evaluation for church school inspection</li> </ul>
<b>3. Strategic Leadership</b>	<ul style="list-style-type: none"> <li>▪ Ability to articulate and share a vision of primary education within the context of the school's Christian vision</li> <li>▪ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school</li> <li>▪ Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement</li> <li>▪ Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils</li> <li>▪ Lead and develop strategies to nurture and develop the whole child and their families.</li> <li>▪ Understanding of and commitment to</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of the role of the governing body</li> <li>▪ Evidence of having successfully translated vision into reality at whole school level</li> <li>▪ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these</li> </ul>

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	promoting and safeguarding the welfare of pupils	
<b>4. Teaching and Learning</b>	<ul style="list-style-type: none"> <li>▪ A secure understanding of the requirements of the National Curriculum and Early Years development</li> <li>▪ Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils</li> <li>▪ A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</li> <li>▪ Experience of effective monitoring and evaluation of teaching and learning</li> <li>▪ Secure knowledge of statutory requirements relating to the curriculum and assessment</li> <li>▪ Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>▪ Understanding of successful teaching and learning across the entire curriculum across all key stages</li> <li>▪ Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management</li> <li>▪ Whole school curriculum leadership</li> </ul>
<b>5. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>▪ Experience of working within and leading staff teams</li> <li>▪ Ability to delegate work and support colleagues in undertaking responsibilities</li> <li>▪ Understanding of effective budget planning and resource deployment</li> <li>▪ An ability to take a leading role with assessment strategies</li> <li>▪ Ability to support the Christian distinctiveness of the school.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of working with governors to enable them to fulfil whole school responsibilities</li> <li>▪ Successful involvement in staff recruitment, appointment/induction,</li> <li>▪ Understanding of how financial and resource management enable a school to achieve its educational priorities</li> <li>▪ Experience of performance management and supporting the professional development of colleagues</li> </ul>
<b>6. Accountability</b>	<ul style="list-style-type: none"> <li>▪ Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors,</li> <li>▪ Experience of effective whole school self-evaluation and improvement strategies</li> <li>▪ Ability to provide clear information and advice to staff and governors</li> <li>▪ Leading sessions to inform parents</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of presenting reports to governors</li> <li>▪ Understanding the criteria for the evaluation of finance and budgets</li> <li>▪ Experience of offering challenge and support to improve performance</li> <li>▪ Secure understanding of current practice in performance</li> </ul>

Category	Essential	Desirable
		management, including capability
<b>7. Skills, Qualities &amp; Abilities</b>	<ul style="list-style-type: none"> <li>▪ High quality teaching skills</li> <li>▪ Strong commitment to the school vision</li> <li>▪ High expectations of pupils' learning and attainment</li> <li>▪ Strong commitment to school improvement and raising achievement for all</li> <li>▪ Ability to build and maintain good relationships</li> <li>▪ Ability to remain positive and enthusiastic when working under pressure</li> <li>▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>▪ Empathy with children and their families</li> <li>▪ Good communication skills</li> <li>▪ Good interpersonal skills</li> <li>▪ Stamina, resilience and an 'I can' attitude</li> <li>▪ Effective ICT skills</li> </ul>	<ul style="list-style-type: none"> <li>▪ An ability to contribute to and further develop the Christian distinctiveness of the school</li> </ul>
<b>8. References</b>	<ul style="list-style-type: none"> <li>▪ Positive recommendation in professional references</li> <li>▪ Satisfactory health and attendance record</li> </ul>	<ul style="list-style-type: none"> <li>▪ Professional reference without reservations.</li> <li>▪ Strong positive examples of leadership impact</li> </ul>
<b>9. Safeguarding</b>	<ul style="list-style-type: none"> <li>▪ St John the Baptist CofE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced CRB check is required for all successful applicants</li> </ul>	<ul style="list-style-type: none"> <li>▪ Designated Safeguarding Lead training</li> </ul>