



Deputy Headteacher, St Andrew's Church of England (VA) Primary School

Person Specification

Please ensure you provide a supporting statement with your application form (not longer than 4 sides of A4 – font 12) to show how you meet the skills and qualities set out in this specification

Essential Criteria	When/how identified
Qualifications and Experience	Application Form/ Certificates / Interview / Testing
Qualified teacher status	C
Teaching experience minimum of 5 years with experience of KS2 and other KS experience preferable.	AF/I
Evidence of improving classroom practice to deliver good and outstanding teaching	AF/I
Substantial experience of senior leadership in a primary school	AF/I
Experience of work with external partners and other agencies for the well-being of all pupils and their families	AF/I
Involvement in school self-evaluation and development planning	AF/I
Demonstrate an understanding of the importance of safeguarding, forming and maintaining appropriate relationships and personal boundaries with children and young people	AF/I
Demonstrate resilience in the face of challenging circumstances.	AF/I/T
Knowledge, Skills and Attributes	
Understanding of high quality teaching, the ability to model this for others and support colleagues to improve their practice.	AF/I/T
Ability to use data analysis to develop strategies for raising achievement and monitoring progress.	AF/I/T
Ability to lead and manage change	AF/I/T
Knowledge of the impact of current educational challenges and future trends	AF/I/T
Knowledge of the wider curriculum beyond school and the opportunities it provides for pupils and the school community	AF/I/T
Ability and experience in managing staff performance and development.	AF/I/T
Ability to communicate a vision and inspire others	I

Essential Criteria	When/how identified
Excellent organisational skills, with the ability to work under pressure and prioritise effectively.	AF/I/T
Strong interpersonal skills and able to use a range of leadership styles.	AF/I/T
Maintaining confidentiality at all times	AF/I
Commitment to a curriculum which engages and enthuses children and leads to a love of learning.	AF/I/T
Proven ability to manage behaviour and create a positive ethos.	AF/I/T
Commitment to the promotion of an inclusive school community.	AF/I/T
Commitment to all aspects of the extra-curricular life of the school.	AF/I
Promoting the ethos and values of the school. Demonstrate and understand Christian values as part of the teaching, learning and strategic development of a church school.	AF/I/T
Be able to plan and prioritise work to ensure that agreed objectives and timescales are met.	AF/I

Desirable Criteria	When/how identified
Qualifications and Experience	Application Form/ Certificates / Interview / Testing
Experience in a large school	AF/I

Notes:

This job description may be amended at any time in consultation with the post holder.