## Deputy Head Teacher SpecificationNorthern Saints Church of England VA Primary

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| **ATTRIBUTE**  | **ESSENTIAL**  | **DESIRABLE**  |
| **TRAINING AND QUALIFICATIONS**  |  |  |
| * Qualified Teacher Status
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| * Degree
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| * Recent participation in a range of in-service training relevant to the post of Deputy Head Teacher within the last 3 years.
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| **KNOWLEDGE AND EXPERIENCE** |  |  |
| * Demonstrate recent and successful leadership at Deputy/ Assistant Head or Senior Teacher level within the last 3 years.
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| * Demonstrate recent successful experience of leading a core subject within the last 3 years (English, Maths, SEND or Science)
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| * To have experience of supporting vulnerable pupils, addressing barriers to learning, for example, behaviour, attendance or disadvantages.
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| * Proven management skills and a record of positive achievement.
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| * Proven recent experience of working as an outstanding practitioner in more than one Key Stage and recent and successful experience teaching in Key Stage 2.
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| * Recent experience of and demonstrable impact in improving teaching and learning.
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| * To have effectively managed whole school change, for example introduced a new initiative or procedure, developed a strategy which impacted significantly upon children's learning, and delivered in-service training.
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| * To have had involvement with school improvement-planning process, (particularly monitoring and evaluating the effectiveness of actions), school self-evaluation process, Child Protection issues.
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| * To have involvement of working with a governing body.
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| * To have experience of inclusive educational practice within a school
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| **ATTRIBUTE** | **ESSENTIAL** | **DESIRABLE** |
| **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING** *Applicants should be able to demonstrate a good knowledge and* *understanding of the following areas relevant to primary education development.* |  |  |
| * Full knowledge of children’s educational and personal development.
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| * Experience in implementing and leading effective school improvement plans.
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| * Curriculum and assessment, including subjects and cross-curricular aspects.
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| * A detailed knowledge of teaching and learning strategies and systems to support school improvement outcomes.
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| * A full understanding of systems and processes to improve staff performance.
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| * Local and national policies, priorities and statutory frameworks including the Early Years Foundation Stage
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| * Demonstrate a proficiency of data analysis, evaluating tracking information and developing assessment procedures that impact on pupil outcomes.
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| * Knowledge and understanding of safeguarding procedures.
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| * Experience as a moderator with Local Authority.
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| **PERSONAL SKILLS AND ABILITIES** *Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post.*  |  |  |
| * Excellent communication skills to a range of audiences, both written and verbal.
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| * Highly effective interpersonal skills. Establish and develop good relationships with parents, staff and governors which enable you to deal with potentially difficult situations and conversations.
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| * Ability to motivate and inspire all members of the school community.
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| * Effective ICT skills.
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| * Effective and efficient organisational skills to achieve strong professional outcomes.
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| * A passion and motivation to work with children and always go that extra mile.
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| * A team player, leading by example and nurturing others.
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| **OTHER REQUIREMENTS**  |  |  |
| * Application forms should be completed in full.
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| * Applications should address the criteria identified in the person specification and be relevant to the school.
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| **CONFIDENTIAL REFERENCES AND REPORTS**  |  |  |
| * Written reference(s) only.
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| * Confirming professional and personal knowledge, skills and abilities referred to above.
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| * Positive recommendation from current employer.
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