## Person specification

|  |  |
| --- | --- |
| **School: Shotton Hall Primary School** | **Deputy Headteacher L8 – L12** |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Application  | * In addition to a fully completed application form, that should focus on evidencing how you meet each of the selection criteria, applicants should submit a well-structured supporting letter outlining the impact their leadership has had on outcomes for pupils. (No more than 1000 words)
 |  |  |
| Qualifications | * Qualified teacher status
* NPQSL
* NASENCO or a commitment to work towards
 | * Evidence of further study - this could be ongoing and/or Further Professional Qualifications
 | * Application form
* Selection Process
* Certificates
 |
| Experience | * Effective classroom practitioner with a good knowledge and understanding of how children learn
* Successful experience at curriculum leadership level within a primary school.
* Experience of successful and co-operative working as a member of a team
* Experience of the successful leadership of change
* Experience of improving the skills of other practitioners
* Experience of promoting safeguarding procedures in a school
 | * A range of leadership, management and teaching experience in more than one context
* Teaching experience in more than one Key Stage
 | * Application form
* Selection Process
* Work related testing
* References
 |
| Professional Development | * Curriculum management that has resulted in successful change and effective practice
* Experience of planning and managing high quality training and sustained professional development
 | * Significant contribution and evidence of impact to the professional development of other colleagues in school
 | * Application form
* Selection Process
* Work related testing
* References
 |
| Skills/knowledge | * Ability to communicate effectively in a variety of situations
* Ability to lead by example with integrity, creativity, resilience and clarity
* Proven leadership skills
* Ability to promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
* Curriculum management – planning, delivery and assessment
* Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives
* Ability to initiate and lead change by inspiring and influencing others
* Experience, knowledge and understanding of education partnerships
* Ability to demonstrate enthusiastic, sensitive, resilient and appropriate focused leadership whilst working with others
* Ability to promote high quality care, guidance and support for pupils and parents
* A clear vision and understanding of the needs of all pupils in order to close gaps in achievement
* Detailed knowledge of the structure and content of the current primary and Early Years curriculum
* Understanding and knowledge of current issues in education
 | * Knowledge and understanding of administration and budget management processes
* Knowledge of administrative procedures
 | * Application form
* Selection Process
* Work related testing
* References
 |
| Personal Qualities | * Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community
* Flexibility and adaptability in order to be able to mix with a wide range of people
 |  | * Application form
* Selection Process
* Work related testing
* References
 |

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.