Diagram

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**Deputy Head teacher Person Specification for Churchill Church of England Primary School**

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|  | **Criteria** | **Essential** | **Desirable** |
| **Personal Requirements** | * **Someone who is comfortable working within a Christian school and who can comfortably and authentically lead collective worship** |  |  |
| **Qualifications** | * **Qualified teacher status** * **Evidence of professional development in school leadership and management** * **NPQSL** |  |  |
| **Experience** | * **At least five years’ experience of teaching in more than one key stage** * **Have high aspirations of achievement for all pupils, from their various starting points** * **A proven track record of raising standards and able to demonstrate their impact with quantifiable evidence** |  |  |
| **Evidence of Strategic Leadership** | **Shaping the Future**   * **Ensuring the school vision is understood by all stakeholders and acted upon** * **Can work closely with all stakeholders to create a positive and successful school** * **Can lead on school key priorities to raise standards and improve outcomes for pupils** |  |  |
| **Experience of strategic leadership and impact** | **Leading Teaching and Learning**   * **Is an outstanding teacher** * **Responsible for the development and implementation of a high quality curriculum that meets the needs of all pupils, including the appropriate use of new technologies** * **Leading on assessment to monitor pupil progress and attainment and identify areas for improvement** * **Responsible for setting high standards for behaviour and attendance, and ensure pupils are always sufficiently challenged.** |  |  |
| **Experience of strategic leadership and impact** | **Developing Self and Others**   * **Able to work in collaboration with others** * **Is able to manage their own workload and delegate work to individuals and teams effectively.** * **Able to review the performance of others and take appropriate action where performance is unsatisfactory** |  |  |
| **Evidence of Strategic Leadership and Impact** | **Managing the Organisation**   * **Is able to implement improvement plans and monitor and evaluate their impact clearly, making any amendments where necessary** * **Can manage the efficient and effective day to day running of the school (including new technologies, financial and human resources)** * **An inspirational leader who is able to develop others, manage teams and influence change by pursuing collective goals** |  |  |
|  | **Securing Accountability**   * **Working with the Head teacher on school self- review and using its outcomes, along with a range of other evidence, in monitoring and evaluating aspects of school life** * **Ensuring staff accountabilities are clear and regularly monitored, evaluated and reviewed** * **Able to present information about the school’s performance to a wide range of stakeholders** |  |  |
| **Experience of strategic leadership and impact** | **Strengthening Community**   * **Leading the development of a school culture and curriculum which fosters strong home-school and community links** * **Collaborates with other agencies, parents and carers to enhance pupils’ achievement and development** |  |  |
| **Emotional Intelligence** | * **Demonstrate self- awareness, social awareness and effective self- management** * **Empathetic and compassionate leader who values staff wellbeing and can think outside the box to ensure this is high priority** |  |  |
| **Safeguarding Children: Safe Recruitment and Selection** | * **In addition to candidates’ ability to perform the duties of the post, the interview will include discussion on issues relating to safeguarding, child protection and promoting the welfare of children** |  |  |