

**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**
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| **Qualifications** | * **Qualified teacher status**
* **Evidence of professional development in school leadership and management**
* **NPQSL**
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| **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**
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| **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**
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| **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.**
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| **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**
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| **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**
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|  | **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**
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| **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**
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| **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**
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| **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**
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