

St Augustine's Catholic Primary School Deputy Headteacher – Person Specification

Please read carefully and address in written applications

Qualifications	Essential	Desirable
<ul style="list-style-type: none"> • Qualified Teacher status • Degree or equivalent • Commitment to continued professional development • Evidence of additional further educational or professional training or qualifications 	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓
Experience	Essential	Desirable
<ul style="list-style-type: none"> • Evidence of good/outstanding classroom practice • Experience of working with and developing links with the community • A commitment to the wider curriculum 	<ul style="list-style-type: none"> ✓ ✓ 	<ul style="list-style-type: none"> ✓
Skills, Knowledge & Understanding	Essential	Desirable
<ul style="list-style-type: none"> • Expert understanding of innovative pedagogy • Experience of assessment without levels including tracking pupil progress • Knowledge and understanding of statutory assessment arrangements at KS1 and KS2 • Excellent knowledge of monitoring and school self-evaluation as a tool for improvement • Knowledge and understanding of effective strategies to manage the behaviour of pupils • Excellent knowledge of inclusion achievement and equality (race, disability, and gender) • Excellent understanding of safeguarding especially the safety and welfare of vulnerable and disadvantaged pupils • Expert knowledge of strategies for closing the gap, such as pupil premium funding and the EEF Toolkit, so that disadvantaged pupils achieve exceptionally well 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	
Leadership Skills	Essential	Desirable
<ul style="list-style-type: none"> • Be positive & professional at all times • Ability to resolve problems and make decisions • Think creatively and imaginatively to solve problems and identify opportunities • Effectively communicate orally and in writing to a range of audiences • Willing to give honest views on school improvements and policies within the correct forum 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	

Personal Qualities	Essential	Desirable
<ul style="list-style-type: none"> • A practising Catholic • Ability to set high standards and act as a positive role model, leading by example • High levels of discretion, reliability, compassion and integrity • Skilled at leading high quality professional learning and development and staff meetings • Establishes and maintains constructive and open relationships with parents, staff, governors, and the local community 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	