



Wouldham All Saints Church of England Primary School

Worrall Drive, Wouldham, Rochester, Kent, ME1 3GE

☎: 01634 861434 Email: office@wouldham.kent.sch.uk

Headteacher : *Mr Carl Fitter B-Ed(Hons) NPQH*

Person Specification – Deputy Headteacher

Element	Essential	Desirable	Assessment Method
1. School Experience and Practice			
An outstanding classroom practitioner.	✓		Letter of application & interview
Minimum of two years serving as a successful primary school senior leader	✓		Letter of application & interview
Leadership of significant curriculum areas	✓		Letter of application
Experience of teaching in different year groups and key stages	✓		Letter of application
Creative thinking with regard to teaching and learning	✓		Letter of application & interview
Management of highly effective and accurate assessment processes from EYFS to end of KS2	✓		Letter of application & interview
Proven impact on raising standards across a school	✓		Letter of application & interview
Involvement in school self-evaluation and development planning		✓	Letter of application & interview
Experience and understanding of the role of Governance		✓	Letter of application & interview
2. Skills & Knowledge			
Enthusiasm and/or specialism for a core subject of maths, English or science	✓		Letter of application & interview
Understanding & experience of SIAMS process & Church of England vision for education	✓		Letter of application & interview
Data analysis skills, with the ability to use data effectively to measure impact	✓		Letter of application & interview
3. Qualifications			
Qualified teacher status	✓		Letter of application
High grade degree in relevant subject	✓		Letter of application
Involvement with NPQSL or NPQH	✓		Letter of application
4. Personal development			
Participation in professional development	✓		Letter of application
Participation in additional school activities.	✓		Letter of application & interview
Positive outcomes from performance management/appraisal reviews	✓		Letter of application & interview
Commitment to career progression	✓		Letter of application & interview
Life outside of school and efficient management of work-life balance		✓	Letter of application & interview