

***EASTCHURCH CHURCH OF ENGLAND PRIMARY SCHOOL***

***DEPUTY HEADTEACHER PERSON SPECIFICATION***

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

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|  | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
| **QUALIFICATIONS** | * Qualified Teacher Status; * Willingness to study for NPQH; * Evidence of regular and appropriate professional development in school leadership and management; * Significant and relevant experience in the Primary phase of Education. | * Completion of NPQML or NPQSL |
| **EXPERIENCE** | * Evidence of a successful background of school leadership with a record of school improvement, including implementing change as required * Evidence of strategic action planning ability * Experience in successfully motivating, leading, and developing staff * Experience in effectively leading and managing curriculum development * Experience of leading a team and effecting improvements in teaching and learning * Varied experience and understanding of teaching and learning across the primary age range; * Previous recent experience in a senior leader or middle manager role in a primary school; * Experience of data analysis; * Responsibility for developing, | * Experience of teaching in more than one key stage; * Experience of teaching in more than one school * Experience of working within a church school * Experience of leading performance management; * Experience of coaching and mentoring; |

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|  | monitoring and evaluating an aspect of school provision;   * Experience of leading and managing people; * Experience of contributing to self- evaluation and school improvement; * Experience of setting targets and monitoring, evaluating and recording progress * Experience of working with governors, parents and the wider community. |  |
| **SKILLS AND ABILITIES** | * Excellent classroom practitioner * Empathise with the difficulties of vulnerable groups in adapting to the curriculum * Organise and sustain systematic support from a variety of providers for a range of vulnerable groups * Advise and motivate teaching staff with initiatives and to support vulnerable learners * Make consistent judgements based on careful analysis of available evidence * Good communication skills, both written and oral * Good presentation skills with the ability to enthuse and motivate others * Good organisation skills |  |
| **KNOWLEDGE** | * A proven track record as an outstanding teacher; * Knowledge of the curriculum for Foundation Stage, Key Stage 1 and 2; * In-depth knowledge of curriculum development and effective pedagogy; * Strategies for meeting needs of vulnerable groups in a mixed ability   class situation   * Behaviour management techniques for groups and individuals | * Knowledge of ASP and Inspection Dashboard |

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| **PERSONAL ATTRIBUTES** | * Value all children and committed to the development of the whole child; * Relate well to pupils, staff and parents and care about their individual needs; * Able to adapt to changing circumstances and new ideas in a positive and creative manner; * Ability to deal with sensitive issues in a professional manner; * Has high standards of self and others; * Good judgement; * Energy and enthusiasm; * Integrity and loyalty; * A good sense of humour. |  |