

***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
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| **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.
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| **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
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| **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.
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