



Egerton Church of England Primary School

Together, we inspire, nurture and thrive.

Person Specification: Deputy Headteacher

Criteria	Essential	Not Essential but desirable	Method of Assessment
<i>Church School Aims and Values</i>	<ul style="list-style-type: none"> • Be fully committed to the aims and values of the school as a Church of England school. • Work closely with the Headteacher, clergy and governors to develop the school as Church of England school. • Recognise the uniqueness of every individual and understand the responsibility to nurture children, staff and all relationships in light of this. • Ability to lead collective worship. 	<ul style="list-style-type: none"> • Ability to support the training of staff and children to lead collective worship. 	Application form
<i>Qualifications</i>	<ul style="list-style-type: none"> • QTS (Primary age range) • Degree level (or equivalent) qualification • Willingness to undertake NPQH in the future and desire to progress to Headship. 	<ul style="list-style-type: none"> • Further professional qualification e.g. Leadership Pathways or NPQH. 	Application form
<i>Experience</i>	<ul style="list-style-type: none"> • At least 5 years' experience (in EYFS/KS1/KS2) • Develop and implement systems for recording individual pupils' progress and collect and interpret specialist assessment data • Excellent classroom practitioner • Demonstrable evidence of Senior Leadership experience e.g. Phase Leader, Assistant Head, Deputy Head • Effective leadership in raising the standards of teaching and learning. • Effective management of change. • Aspects of leadership and management in a whole school context. 	<ul style="list-style-type: none"> • Teaching experience in more than one school. • Experience of working in a wider context than an individual school. • Leading of INSET • Effective collaboration with external agencies. • Development of innovative learning and teaching • Designated Safeguarding Lead. • Use of technology to improve systems that raise pupil achievement. • Effective contribution to SEF 	<ul style="list-style-type: none"> • Application form • Task • Interview

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	<ul style="list-style-type: none"> • Effective line management of other staff. • Whole school curriculum leadership. • Involvement in systems for recording individual pupils' progress and collecting interpreting specialist assessment data. 		
<i>Professional Development</i>	<ul style="list-style-type: none"> • Evidence of relevant further professional development. 	<ul style="list-style-type: none"> • Appraisal of other staff. • Evidence of leading on the professional development of other staff. 	<ul style="list-style-type: none"> • Application form • Interview
<i>Personal qualities, skills and characteristics</i>	<ul style="list-style-type: none"> • Cognisant with outstanding practice. • Build and maintain professional relationships with children, staff, parents and governors through effective interpersonal skills and empathy. • Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents and governors. • Inspire, challenge and motivate and empower others. • Think creatively to anticipate and solve problems. • Build on current good practice whilst moving the school forward with vision and vigour. • Develop effective teamwork and be able to contribute effectively to a range of teams. • Think strategically and contribute to creating a coherent school vision. • Inclusive approach to education. • High expectations of self and others. • Manage and resolve conflict sensitively. • Work under pressure, maintaining a sense of perspective and humour. • Commitment, honesty and dedication. 	<ul style="list-style-type: none"> • Knows what 'outstanding' looks like and the proven ability to develop outstanding practice. 	<ul style="list-style-type: none"> • Task • Interview

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	<ul style="list-style-type: none"> • Ability to manage own time effectively. • Reliability and integrity. • Resilience and tenacity. 		
<i>Knowledge/ special attitude</i>	<ul style="list-style-type: none"> • Knowledge of current educational trends, curriculum developments and educational initiatives including assessment without levels. • Excellent knowledge and understanding of diversity and equality requirements. • Secure knowledge of statutory requirements relating to the curriculum and assessment. • Passionate about children's learning. • Commitment to safeguarding and promotion of the welfare of children and young people. • Knowledge of the latest Ofsted requirements relating to Learning, Teaching and Self Evaluation. • Excellent strategies for behaviour for learning. • A dedication to high academic standards. • A belief in working partnerships and as part of established team. • Sound knowledge of the Early Years curriculum and Primary National Curriculum 2014 • Ability to think strategically • Excellent English and Maths skills. 	<ul style="list-style-type: none"> • Knowledge of SEF requirements. • A creative approach to teaching and learning. • Some experience of whole school budgeting. • Proven ability in the development of effective structures and systems • Knowledge of the role of the governing body. 	<ul style="list-style-type: none"> • Task • Interview
<i>Other</i>	<ul style="list-style-type: none"> • Enthusiasm and humour. • Excellent record of attendance and punctuality. • Empathic and capable of realistic self-assessment. • Open and honest. • Fulfil the requirements of an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Task • Interview • References • Enhanced DBS check