

Person Specification/Selection Criteria for Deputy Headteacher at St Michael's CE Primary School

The applicant will be required to safeguard and promote the welfare of children and young people.

[A] Faith Commitment

	Essential	Desirable	Source
A practising Christian in an Anglican church or a church which is a member of Churches Together in Britain & Ireland		D	A/R
Experience of leading school Collective Worship	E		A/I
A commitment to protect and nurture the school's Christian distinctiveness and ethos informed by the Church of England's vision for schools	E		A/I

[B] Qualifications

	Essential	Desirable	Source
Degree	E		A
Qualified Teacher Status	E		A

[C] Professional Development

	Essential	Desirable	Source
Evidence of appropriate professional development for middle and/or senior management (e.g. NPQs)	E		A/I/R
An in-depth understanding of, and commitment to promoting and safeguarding the welfare of pupils e.g. experience of acting as Deputy or Designated Safeguarding Lead and having completed training at an appropriate level.	E		A

[D] School Leadership and Management Experience

	Essential	Desirable	Source
Recent successful experience in a school leadership position as part of the SMT/SLT	E		A
To have taken an active involvement in school self-evaluation and development planning together with policy development and implementation		D	A/I
To be able to demonstrate a focus on supporting other staff to be the best they can whatever their role with experience of contributing to staff	E		A/I

development across the primary range. (e.g. coaching, mentoring, INSET for staff)			
Has successfully co-ordinated and led a core subject across the whole school with experience of initiating and implementing strategies for change	E		A/I
Ability to promote and maintain high levels of behaviour in pupils	E		A/I

[E] Experience and Knowledge of Teaching

	Essential	Desirable	Source
To have an in-depth knowledge and understanding of all three key stages in the Primary phase		D	A
At least 5 years successful teaching experience in primary age range, ideally at both KS1 and KS2 levels.	E		
Experience of teaching at more than one school		D	A
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses and show how the needs of <u>all</u> children have been met to improve outcomes	E		A/I

[F] Professional Attributes

	Essential	Desirable	Source
Excellent written and oral communication skills (which will be assessed at all stages of the process).	E		A/I
To be a reflective leader of learning demonstrating openness to new ideas and promoting and encouraging outstanding classroom practice.	E		A/I

[G] Professional Skills

	Essential	Desirable	Source
Outstanding teaching and class management skills	E		
Be able to demonstrate an awareness and knowledge of the Headteachers' Standards 2020 and Teachers' Standards 2011	E		A/I
Ability to organise work, prioritise tasks, make decisions and manage time effectively	E		A/I

[H] Personal Qualities

	Essential	Desirable	Source
Stamina, resilience and a massive sense of humour	E		A/I

Information Source references:

A = Application Form

I = Interview

R = Reference

St Michael's CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is subject to a Disclosure and Barring Service check, references and other pre-employment checks including the Right to Work in the UK.