

**Person Specification for Deputy Headteacher at St Mary's CE Academy**

Our school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check.

Category	Essential	Desirable	Evidence
<b>Application</b>	<ul style="list-style-type: none"> <li>Fully supported by references</li> <li>Well written, structured and presented application</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and understanding of current educational issues and their relevance for this school</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> </ul>
<b>Education and Professional Qualifications</b>	<ul style="list-style-type: none"> <li>Degree (or equivalent)</li> <li>Department of Education recognised teacher qualifications (QTS)</li> <li>Senior Leader Qualifications NPQSL/NPQH</li> <li>Evidence of continuing professional development relating to school leadership and management</li> <li>Evidence of continuing professional development relating to curriculum and teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Currently studying for Senior Leader qualifications NPQH/NPQSL</li> <li>Currently studying for SENDCo qualification</li> <li>SENDCo qualification</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Successful experience of leading one or more subject areas</li> <li>Successful teaching experience in at least 2 key stages in the primary phase</li> <li>Experience and ability to contribute to staff development across the primary range</li> <li>Experience of using data and assessment to raise standards</li> <li>Involvement with the school improvement and school self-evaluation processes including effective monitoring</li> <li>Involvement in working with the Local Academy Council</li> </ul>	<ul style="list-style-type: none"> <li>Successful experience of leading and developing provision for SEND</li> <li>Involvement in self-evaluation and improvement through the SIAMS framework</li> <li>Experience of Safeguarding Leadership ie DSL/Deputy DSL</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>Professional knowledge and skills</b>	<ul style="list-style-type: none"> <li>High quality teaching skills</li> <li>Able to support the Headteacher in initiating and monitoring change and supporting appraisal process</li> <li>Able to articulate and demonstrate our vision and values and to uphold our church school ethos</li> <li>Can demonstrate an ability to work well with and develop partnerships with parents/carers and other stakeholders.</li> <li>Thorough knowledge and understanding of safeguarding and demonstrate commitment to the personal welfare and safeguarding of children.</li> <li>Detailed knowledge of the National Curriculum and Statutory assessment</li> <li>Understand the importance of personal self-care and well-being.</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>Is enthusiastic, highly motivated and committed.</li> <li>Excellent communication skills to a range of audiences both written and verbal</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interview</li> </ul>



	<ul style="list-style-type: none"><li>• Effective ICT skills</li><li>• Able to establish and develop good relationships with staff, governors and parents</li><li>• Can demonstrate excellent organisational skills.</li><li>• Willingness to participate in the full life of the school, including developing extra-curricular activities.</li></ul>		
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