## Deputy Head Teacher Specification Northern Saints Church of England VA Primary

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| **ATTRIBUTE** | **ESSENTIAL** | **DESIRABLE** |
| **TRAINING AND QUALIFICATIONS** |  |  |
| * Qualified Teacher Status | E |  |
| * Degree | E |  |
| * Recent participation in a range of in-service training relevant to the post of Deputy Head Teacher within the last 3 years. | E |  |

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| **KNOWLEDGE AND EXPERIENCE** |  |  |
| * Demonstrate recent and successful leadership at Deputy/ Assistant Head or Senior Teacher level within the last 3 years. | E |  |
| * Demonstrate recent successful experience of leading a core subject within the last 3 years (English, Maths, SEND or Science) | E |  |
| * To have experience of supporting vulnerable pupils, addressing barriers to learning, for example, behaviour, attendance or disadvantages. | E |  |
| * Proven management skills and a record of positive achievement. | E |  |
| * Proven recent experience of working as an outstanding practitioner in more than one Key Stage and recent and successful experience teaching in Key Stage 2. | E |  |
| * Recent experience of and demonstrable impact in improving teaching and learning. | E |  |
| * To have effectively managed whole school change, for example introduced a new initiative or procedure, developed a strategy which impacted significantly upon children's learning, and delivered in-service training. | E |  |
| * To have had involvement with school improvement-planning process, (particularly monitoring and evaluating the effectiveness of actions), school self-evaluation process, Child Protection issues. | E |  |
| * To have involvement of working with a governing body. |  | D |
| * To have experience of inclusive educational practice within a school | E |  |

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| **ATTRIBUTE** | **ESSENTIAL** | **DESIRABLE** |
| **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**  *Applicants should be able to demonstrate a good knowledge and*  *understanding of the following areas relevant to primary education development.* |  |  |
| * Full knowledge of children’s educational and personal development. | E |  |
| * Experience in implementing and leading effective school improvement plans. | E |  |
| * Curriculum and assessment, including subjects and cross-curricular aspects. | E |  |
| * A detailed knowledge of teaching and learning strategies and systems to support school improvement outcomes. | E |  |
| * A full understanding of systems and processes to improve staff performance. | E |  |
| * Local and national policies, priorities and statutory frameworks including the Early Years Foundation Stage | E |  |
| * Demonstrate a proficiency of data analysis, evaluating tracking information and developing assessment procedures that impact on pupil outcomes. | E |  |
| * Knowledge and understanding of safeguarding procedures. | E |  |
| * Experience as a moderator with Local Authority. |  | D |

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| **PERSONAL SKILLS AND ABILITIES**  *Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post.* |  |  |
| * Excellent communication skills to a range of audiences, both written and verbal. | E |  |
| * Highly effective interpersonal skills. Establish and develop good relationships with parents, staff and governors which enable you to deal with potentially difficult situations and conversations. | E |  |
| * Ability to motivate and inspire all members of the school community. | E |  |
| * Effective ICT skills. | E |  |
| * Effective and efficient organisational skills to achieve strong professional outcomes. | E |  |
| * A passion and motivation to work with children and always go that extra mile. | E |  |
| * A team player, leading by example and nurturing others. | E |  |

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| **OTHER REQUIREMENTS** |  |  |
| * Application forms should be completed in full. | E |  |
| * Applications should address the criteria identified in the person specification and be relevant to the school. | E |  |

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| **CONFIDENTIAL REFERENCES AND REPORTS** |  |  |
| * Written reference(s) only. | E |  |
| * Confirming professional and personal knowledge, skills and abilities referred to above. | E |  |
| * Positive recommendation from current employer. | E |  |