



## Shared Leadership - Broomhaugh and Corbridge Church of England First Schools



### Executive Deputy Head Teacher

#### Person Specification

Full Time L4 – L8  
Required for September 2021

### Qualifications and Experience

| <b>Essential</b>   | <b>Desirable</b>  | <b>Assessment</b>              |
|--|---|--------------------------------|
| 1. Qualified Teacher Status  |   | Application form               |
| 2. Relevant Senior Leadership Qualification (eg. NPQSL or further qualification)   | NPQH or<br>A desire to engage in acquiring NPQH status                  | Application form               |
| 3. Relevant and successful Senior Leadership experience in a First / Primary school as a Senior Leader or Deputy Head Teacher                        | Taught in a range of school settings both in and out of Northumberland. | Application form               |
| 4. Successful experience of School Management in the absence of the Head Teacher.  |   | References                     |
| 5. Detailed and up-to-date knowledge and understanding of education and school statutory requirements locally and nationally, including inspections. | Experience of SIAMs Inspection procedure.                               | Application form               |
| 6. Evidence of relevant and recent training and development, including safeguarding.   | Designated Person for Child Protection                                  | Application form               |
| 7. Experience of successful staff recruitment and selection and in conducting all aspects of staff performance management.                           | An understanding of managing capability or underperforming staff.       |                                |
| 8. Experience of strategic, curriculum-led financial planning including setting/reviewing a budget.  | Procuring services and ensuring best value.                             | Application form<br>References |
| 9. Excellent ICT Skills  | Experience of School 360 and SIMs                                       | Application form               |

### Leadership Skills

| <b>Essential</b>  | <b>Desirable</b> | <b>Assessment</b>         |
|---|------------------|---------------------------|
| 1. Able to articulate a clear vision for the education of Primary aged children while supporting and empowering others to carry the vision forward. |                  | Interview<br>Presentation |

|  |   |   |
|--|---|---|
| 2. Demonstrate empathy with the culture of two schools including a personal ethos of a child-centred approach to education and the ability to respect and support the child-teacher-parent relationship.   |   | Interview<br>Presentation                     |
| 3. Excellent strategic thinking with proven ability to lead improvement effectively  | Experience across two schools that are on different sites. (Partnership work or Federation)   | Application form<br>Interview<br>References   |
| 4. The ability to conduct rigorous self-evaluation of the schools' performances.   |   | Application Form<br>References                |
| 5. Proven ability to develop and deliver against strategic improvement plans that are based on accurate self- evaluation.  | Demonstrable evidence of successful engagement with the wider community (including parents and carers) to raise achievement for all groups of pupils. | Application form<br>References                |
| 6. Lead by example, demonstrating optimistic personal behaviour, positive relationships and attitudes towards pupils, staff, parents, Governors and members of the local community.  |   | References                                    |
| 7. Promote the vision and values of the schools to children, staff, parents and Governors and demonstrate the skills to motivate, inspire and influence others.  |   | Application form<br>Interview<br>Presentation |
| 8. The ability to provide and receive effective feedback, working with partners, to make improvements in the schools' performances.  |   | Interview<br>Presentation                     |
| 9. Effectively communicate and work collaboratively with the governing bodies acting always with integrity, creativity, resilience, and clarity. Ensuring the Governors are provided with the information needed to meet their responsibilities. |   | Application form<br>References                |
| 10. Experience of building links with other schools, educational establishments and the wider community to support transition and support the educational journey for children before entering, and on leaving your school.                      |   | Interview<br>Presentation                     |

## Teaching and Learning

| Essential  | Desirable   | Assessment                     |
|--|---|--------------------------------|
| 1. Proven experience as an outstanding class teacher within the Primary range (EYFS / KS1 / KS2) | Experience of delivering in both pure and mixed age classes.<br>Awareness of the changes to the upcoming EYFS Framework | Application form<br>References |

|   |  |   |
|---|--|---|
| 2. Have an in-depth understanding of what constitutes outstanding learning / successful track record as an outstanding classroom teacher within Primary range, working with pupils from a wide variety of backgrounds and of differing abilities. |  | Application form<br>References              |
| 3. Proven ability to lead improvements in teaching and learning. Evidence of developing, improving and sustaining high quality teaching and learning to further improve outcomes for children.  | Successful coaching and or mentoring experience.   | Application form<br>Interview<br>References |
| 4. Experience of curriculum development and have the ability to demonstrate impact in improved outcomes.  | Experience of implementing and developing successful outdoor learning e.g. Forest Schools. | Application form                            |
| 5. Evidence of implementing effective strategies for supporting the learning needs of all children and by showing commitment to the positive value of inclusion.  | Experience of reporting impact of funding.<br>(SEND / Pupil Premium / Sports Grant)        | Application form                            |
| 6. The ability to collect, collate and interpret school performance data in order to implement key actions for improvement.   |  |   |
| 7. Successful behaviour management experience so that children learn within a positive and engaging environment.  |  | Interview<br>References                     |

## Personal Qualities and Community

| Essential   | Desirable | Assessment                                  |
|---|-----------|---|
| 1. Demonstrate excellence as a leader and manager of people with proven staff management experience, including leading, supporting and driving staff forward and the ability to delegate effectively. |           | Application form<br>Interview<br>References |
| 2. The ability to demonstrate entrepreneurial and innovative approaches to school improvement, leadership and governance.   |           | Application form<br>Interview<br>References |
| 3. Foster excellent relationships with existing staff, pupils, parents, Governors and other stakeholders including our churches.  |           | References                                  |
| 4. Demonstrate a strong commitment to involving parents in the education of their children.   |           |   |
| 5. Be resilient and be able to work under pressure with competing priorities. Ability to prioritise and work to deadlines and timescales.   |           | Application form<br>References              |
| 6. Be able to respond positively to challenge and change and motivate others to do the same.  |           | References                                  |
| 7. The successful applicant will be able to meet the travel requirements essential to this post.  |           | Application form                            |

