



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

Essential	Desirable	Assessment
1. Qualified Teacher Status		Application form
2. Relevant Senior Leadership Qualification (eg. NPQSL or further qualification)	NPQH or 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 References
9. Excellent ICT Skills	Experience of School 360 and SIMs	Application form

Leadership Skills

Essential	Desirable	Assessment
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 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 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 Interview References
4. The ability to conduct rigorous self-evaluation of the schools' performances.		Application Form 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 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 Interview Presentation
8. The ability to provide and receive effective feedback, working with partners, to make improvements in the schools' performances.		Interview 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 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 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. Awareness of the changes to the upcoming EYFS Framework	Application form 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 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 Interview 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. (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 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 Interview References
2. The ability to demonstrate entrepreneurial and innovative approaches to school improvement, leadership and governance.		Application form Interview 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 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

