



Deputy Headteacher Person Specification

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

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Faith Commitment

| | Essential | Desirable | Source |
|---|-----------|-----------|--------|
| Willing and able to sustain and develop the Christian character of this Church school. | ✓ | | A, I |
| Full and active member of a church in membership of Churches Together in England or which at a local level works closely with an Anglican church. | | ✓ | R |

| To be able to demonstrate their knowledge and understanding of the following in the context of a Church school. | Essential | Desirable | Source |
|---|-----------|-----------|--------|
| The development of the Christian character of Rainford C E Primary school, its pupils and staff | ✓ | | A, I |
| Leading school worship | ✓ | | A, I |
| Ways of developing religious education and worship | | ✓ | A, I |
| Ways of leading the spiritual development of all the school community. | ✓ | | A, I |
| How relationships should be fostered and developed between the school, local Church and its community and the Diocese of Liverpool. | ✓ | | A, I |

[B] Qualifications

| | Essential | Desirable | Source |
|--------------------------|-----------|-----------|--------|
| Qualified teacher status | ✓ | | A |
| Degree | ✓ | | A |

[C] Professional Development

| | Essential | Desirable | Source |
|---|-----------|-----------|--------|
| Evidence of appropriate professional development for the role of deputy headteacher | ✓ | | A |
| Has successfully undertaken appropriate Designated Senior Person training | | ✓ | A |

[D] School leadership and management experience

| | Essential | Desirable | Source |
|---|-----------|-----------|---------|
| Substantial experience as a senior leader in a primary school | ✓ | | A, I, R |
| Active and effective leadership of a team / key stage/ curriculum area/ department | ✓ | | A, I, R |
| To have taken an active involvement in school self evaluation and development planning | ✓ | | A, I, R |
| To have implemented and developed a strategic area related to the SIP that has had an impact within a key stage or across the school | ✓ | | A, I, R |
| Knowledge and understanding of strategic financial planning and budgetary management in relation to school development and pupil achievement. | | ✓ | A, I |
| To have had responsibility for policy development and implementation | ✓ | | A, I, R |
| To have had experience of and ability to contribute to staff development across the primary range. (E.g. coaching, mentoring, INSET for staff). | ✓ | | A, I, R |

[E] Experience and knowledge of teaching

| | Essential | Desirable | Source |
|--|-----------|-----------|--------|
| Experience of teaching in more than one school | | ✓ | A |
| Significant teaching experience within the primary phase | ✓ | | A |
| To have a knowledge and understanding of all 3 Key Stages in the primary phase | | ✓ | A |
| To be able to effectively use data, assessment and target setting to raise standards/address weaknesses | ✓ | | A, I |
| To be able to exemplify how the needs of all pupils (SEN, AEN, AGT, EAL, GRT) have been met through high quality teaching. | ✓ | | A, I |

[F] Professional Attributes

| | Essential | Desirable | Source |
|---|-----------|-----------|---------|
| Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies. | ✓ | | A, I, R |
| Excellent written and oral communication skills (which will be assessed at all stages of the process). | ✓ | | A, I |
| To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice. | ✓ | | L, R |
| Show a good commitment to sustained attendance at work | ✓ | | R |

[G] Professional Skills

(Based on the National Standards of Excellence for Headteachers 2015)

A deputy headteacher is expected to be working within and towards the National Standards of Headship

| Qualities and Knowledge | | Essential | Desirable | Source |
|-------------------------|---|-----------|-----------|--------|
| 1 | Hold and articulate clear values and moral purpose focused on providing a world-class education for the pupils at Rainford C E Primary School reflecting the Church foundation of the school. | ✓ | | A, I |

| | | | | |
|---|---|---|--|---------|
| 2 | Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local Church and wider community. | ✓ | | A, I, R |
| 3 | Lead by example – with integrity, creativity, resilience, and clarity – drawing on your own scholarship, expertise and skills, and that of those around them. | ✓ | | A, R |
| 4 | Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel. | ✓ | | A, I |

| Pupils and Staff | | Essential | Desirable | Source |
|------------------|---|-----------|-----------|---------|
| 1 | Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes. | ✓ | | A, I, R |
| 2 | Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being, taking full account of the school's Church of England foundation. | ✓ | | A, I, R |
| 3 | Establish an educational culture of "open classrooms" as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis. | | ✓ | A, I |
| 4 | Create an ethos based on Christian values within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other. | ✓ | | A |
| 5 | Hold all staff to account for their professional conduct and practice | ✓ | | A, R |

[H] Personal Qualities

| | Essential | Desirable | Source |
|---|-----------|-----------|---------|
| Continue to promote Rainford C E Primary school's strong educational philosophy and values | ✓ | | A |
| Inspire, challenge, motivate and empower teams and individuals to achieve high goals | ✓ | | A, R |
| Be approachable, person centred. | ✓ | | I, R |
| Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people | ✓ | | A, R |
| Build and maintain quality relationships through interpersonal skills and effective communication | ✓ | | A, I, R |
| Demonstrate personal and professional integrity, including modelling values and vision | ✓ | | A, R |
| Manage and resolve conflict | ✓ | | A, R |
| Prioritise, plan and organise themselves and others | ✓ | | A, R |
| Think analytically and creatively and demonstrate initiative in solving problems | ✓ | | A, I |
| Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others | ✓ | | A, I |
| Demonstrate a capacity for sustained hard work with energy and vigour that impacts on school outcomes | ✓ | | A, R |
| Demonstrate impact and presence | ✓ | | L, I |

[I] Confidential References

Candidates may wish to give a faith reference in addition to the required two references.

| | |
|---|-----------|
| Positive recommendation from all referees, including current employer | Essential |
|---|-----------|

[J] Application Form and Supporting Statement

The Application Form must be fully completed and legible.

The Supporting Statement should be clear, concise, related to the specific post and no longer than four pages of A4 and not less than pt 11.

Source Codes: A = Application, I = Interview/Task, R = Reference, L = Lesson Observation