



Adlington St Paul's CE Primary School



DEPUTY HEADTEACHER PERSON SPECIFICATION

QUALIFICATIONS	Essential	Desirable	Source
Qualified Teacher Status	/		A
Degree	/		A
FAITH COMMITMENT			
Practising Christian	/		A
Evidence of participation in life of faith community	/		A
Sound understanding of the distinctive nature of a Christian School	/		A/I
Understanding of teacher's role in spiritual development of pupils and staff	/		A/I
Understanding of school's role in the community	/		A/I
EXPERIENCE			
Significant experience of successful teaching	/		A/O/I
Experience in teaching in FS/ KS1/ KS2		/	A
Experience of working in leadership	/		A
Experience of monitoring and evaluation	/		A
Experience of coaching and developing other staff	/		A
Recent participation in a range of INSET	/		A
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING			
To understand what is involved in the role of the school with regard to safeguarding	/		A/I
Understanding of pupil's educational development	/		A/I
Curriculum and assessment, including subjects and cross curricular aspects	/		A/I
Knowledge of data analysis and target setting	/		A/I
School improvement strategies	/		A/I
Local and national policies, priorities and statutory frameworks	/		A/I
Has an excellent understanding of how to apply effective assessment techniques across the school, including the use of effective tracking systems	/		A/I
Have a good understanding of positive effective strategies for whole school behaviour management	/		I
Understands the expectations in the new Ofsted Framework regarding effective learning and teaching	/		I
PROFESSIONAL SKILLS AND ABILITIES			
Ability to undertake the role of Deputy Designated Safeguarding Lead	/		I
Able to analyse and use comparative data effectively to assess pupil performance and progress	/		A/I
A teacher with good ICT knowledge and skills relating to class teaching responsibilities of the post — able to demonstrate the effective use of ICT to enhance the learning and teaching across the primary phase	/		O/I
Able to work collaboratively and effectively in a team with the Headteacher, staff, governors and parents	/		A/I
Able to lead the staff team in their professional development	/		A/I
Ability to inspire and develop others	/		A/I

PERSONAL QUALITIES	Essential	Desirable	Source
Able to successfully engage parents in order to encourage their close involvement in the education of their children	/		A/I
A teacher with a flexible approach to work who enjoys being a good team member and leader	/		I
Able to effect whole school change through effective leadership and management	/		I
Have a high level of communication skills both orally and in writing	/		A/O/I
Able to lead by example demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	/		I
Willingness to share expertise, skills and knowledge and ability to inspire others	/		I
Willingness to and ability to run whole school INSET	/		I
To practice equal opportunities in all aspects of the role and around the work place in line with policy	/		A/O/I
To maintain a personal commitment to professional development linked to the competencies necessary to develop the requirements of the post	/		I
Understanding of school's role in the community	/		A/I
OTHER REQUIREMENTS			
Application should be completed in full and free from error	/		A
Letter should be clear and concise and relate to specific post. Please do not send a C.V.	/		A
CONFIDENTIAL REFERENCE AND REPORTS			
Written reference only	/		R
Confirming professional and personal knowledge, skills and abilities referred to above	/		R
Positive recommendation from current employer/training body	/		R

Source: A— Application, I — Interview, R — Reference, P— Presentation, T— Task, O — Observation

N.B. Candidates failing to meet any of the essential criteria will automatically be excluded