



Job title	Grade	Location
Deputy Headteacher	Group 2 ISR Leadership L10 – L14	St Andrew's Methodist Primary School

Note to applicants

Whilst all criteria below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

E = Essential D = Desirable

(*See grid overleaf)

			Method of Assessment (*)
	Qualifications and Experience		
1.	Qualified Teacher Status and Honours degree or equivalent	E	A, C
2.	Evidence of ongoing professional development that prepares the applicant for the post	E	A, C, I
3.	Leadership experience in a Primary School	E	A, I, R
4.	Proven experience of successful class teaching within the primary range at more than one Key Stage level	D	A, I, R
5.	Experience of leading a curriculum area/school initiative	E	A, I, P, R
6.	To be skilled at meeting the needs of pupils with spec (SEND)ial educational needs and/or disabilities	E	A, I
	Knowledge and Understanding		
7.	Good knowledge and understanding of national education initiatives	E	A, I
8.	Good knowledge of target setting, pupil tracking, benchmarking and data analysis of both pupil attainment and progress	E	A, I, T
9.	A commitment to developing the whole child through an enriched curriculum in school	E	A, I
10.	To effectively use IT as a management tool, as well as across the curriculum to enhance teaching and learning and pupil progress	E	A, P, T
11.	Experience of monitoring standards through teaching and learning observations, work scrutiny and planning/data reviews	E	A, T, I

			Method of Assessment (*)
12.	Demonstrate understanding of effective techniques and policies for behaviour management	E	A, I, T
13.	Commitment to safeguarding and promoting the welfare of all children	E	A, I, T
14.	An understanding of the value of self evaluation	D	A, I
15.	Experience of contributing to, monitoring and reviewing identified school improvement priorities	D	A, I
16.	A good understanding of the requirements of transition between key stages	D	A, I
	Leadership and Management		
17.	The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the whole school	E	A, I, P
18.	The ability and willingness to support and promote the school's Christian vision and values	E	A, I
19.	The ability to set and meet challenging targets, for pupils and the school and to enable others to do this	E	A, I
20.	Ability to lead and manage change	E	A, P
21.	Able to motivate, promote good relationships and effectively communicate with all stakeholders	E	A, I, R, T
22.	A commitment to inclusion	E	A, I
23.	A drive to develop a creative and relevant curriculum in line with our school context and statutory requirements	E	A, I
24.	A clear understanding of how assessment for, and of, learning contributes to pupil progress	E	A, I
	Personal Qualities		
25.	Excellent communication skills	E	A, I, P, T
26.	Creative, enthusiastic and proactive, keen to embrace new ideas and challenges	E	A, I, P
27.	Ability to use initiative and to think analytically and flexibly	E	A, I, P
28.	Demonstrates a concern for the pastoral welfare of all in the school	E	A, I
29.	Committed to continuing professional development for self and others	E	A, I,
30.	Commitment to maintaining confidentiality at all times	E	A, I
31.	Ability to work under pressure and prioritise effectively	E	A, I

Completed by	Date	Approved by	Date
Anne Barker	03/04/24	Margaret O'Neill (Foundation governor)	14 April 2024

Method of assessment (* M.O.A.)

A = Application form, **C** = Certificate **I** = Interview, **P** = Presentation, **R** = Reference, **T** = Task (assessment day),