#

# Person Specification/Selection Criteria for

# Deputy Head teacher (Year 6 class teacher) at St James’ CE Primary School

***The applicant will be required to safeguard and promote***

***the welfare of children and young people and be faithful to the trust deed and mission statement of the school.***

*Note: Candidates failing to meet any of the essential criteria or failing to specifically link criteria to the strengths and needs of the children of Leyland St. James’ Primary will automatically be excluded*

**[A] Faith Commitment**

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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Willing and able to sustain and develop the Christian character of this Church school. | E |  | A/I |
| Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school). | E |  | A/I/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 St James’ CE Primary School, its pupils and staff | E |  | A/I |
| Leading school worship | E |  | A/I |
| Ways of developing religious education and worship | E |  | A/I |
| Ways of supporting the spiritual development of all the school community. | E |  | A/I |
| How relationships should be sustained between the school, local Church and its community and Diocese of Blackburn | E |  | A/I |

**[B] Qualifications**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Qualified teacher status | E |  | A |
| Degree | E |  | A |

**[C] School leadership and management experience**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Current experience of leading school improvement  | E |  | A/I |
| To have completed or be undertaking an NCTL, recognised leadership course such as NPQML, NPQSL and NPQH.  |  | D | A/I |
| To have responsibility for policy development and implementation | E |  | A/I |
| To have a proven track record of raising achievement | E |  | A/I |
| To have had experience of and ability to contribute to staff development. (E.g. coaching, mentoring, INSET for staff). | **E** |  | A/I |

**[D] Experience and knowledge of teaching**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| To have had sustained experience as a Year 6 class teacher since 2015/16 | E |  | A/I |
| To be able to effectively use and communicate data, assessment and target setting to raise standards/address weaknesses | E |  | A/I |
| To be able to exemplify how the needs of all pupils (SEND, AEN, AGT, EAL, GRT) have been met through high quality teaching. | E |  | A/I |
| To have first-hand knowledge and experience of teaching a mastery curriculum in maths through a concrete, pictorial and abstract approach. |  | D | A/I |
| To be an experienced leader of a core subject and be a willing and competent to lead maths across the whole school. | E |  | A/I/R |

**[E] Professional Attributes**

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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| To develop highly effective learning practices and drive learning forward. | E |  | A/I |
| To support and develop our nurturing and highly inclusive school | E |  | A/I |
| Able to demonstrate a clear rationale for behaviour for learning and to have effectively implemented a range of behaviour for learning strategies.  | E |  | A/I |
| To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice. | E |  | A/I |
| Maintain a strong attendance at work | E |  | A/I/R |
| An ongoing commitment to school and St. James’ Church events.  | E |  | A/I |

**[F] Personal Qualities**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Inspire, challenge, motivate and empower teams and individuals to achieve high goals | E |  | A/I |
| Demonstrate personal and professional integrity, including modelling values and vision | E |  | A/I |
| Manage and resolve conflict | E |  | A/I |
| Prioritise, plan and organise themselves and others | E |  | A/I |
| Think analytically and creatively and demonstrate initiative in solving problems | E |  | A/I |
| Know and reflect on own strengths and areas for development  | E |  | A/I |
| Demonstrate impact and presence | E |  | A/I |

**[G] Confidential References.**

Two professional references will be required; one from your current head teacher. A third faith reference is essential.

**[H] Application Form and Supporting Letter**

The form must be fully completed. The supporting letter should be clear, concise and related to the specific post and should clearly outline the impact you’ve had in your current position at your own school. All elements of the application should be sent to school **via email only (head@leyland-st-james.lancs.sch.uk).** CVs will not be accepted.