**DEPUTY HEADTEACHER**

PERSON SPECIFICATION

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|  | **Essential** | **Desirable** | **Selection Process for ‘Essential’** |
| **Qualifications** | * Graduate & QTS | * Further professional study | Application |
| **Experience** | 1. Teaching in at least two schools and across at least two Key Stages. 2. Leading whole school initiative(s). 3. Holding whole-school responsibilities. 4. Overseeing improvement in pupil achievement. 5. Experience of Curriculum planning. 6. Involvement in the delivery of CPD. | * Managing resources and keeping to budget. * Experience of curriculum organisation and timetabling. * Delivering assemblies that enrich the faith life of the school. * Leading SEND provision. * Experience of the Assessment and Reporting Arrangements at the end of Key Stage 1 and 2. | Application |
| **Professional Qualities** | 1. Effective leadership qualities. 2. Outstanding classroom practitioner. 3. Ability to recognise exceptional teaching and share good practice. 4. Ability to communicate a vision and turn it into reality. 5. Ability to inspire colleagues. 6. Good ICT and presentational skills. | * Potential to progress to headship. | 1. Application and task 2. Lesson observation/Assembly 3. Lesson observation and reference 4. Presentation 5. Presentation and reference 6. Presentation |
| **Knowledge and understanding** | 1. Understanding of curriculum principles and philosophy of Catholic education. 2. Understand the principles and strategies involved in effective teaching and learning. 3. Knowledge of current educational issues. 4. Knowledge of potential barriers to learning and how to ensure progress for all groups. 5. Understand how data can be used to raise attainment and achievement. 6. Understand how ICT can be used to improve learning. 7. Appreciate the significance of, and opportunities afforded to, an ‘all-through’ school. | * Understanding the role of Catholic schools in the mission of the Church. | 1. Presentation 2. Interview and lesson observation 3. Interview 4. Interview 5. Data exercise 6. Interview 7. Interview and presentation. |

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| Values | 1. A clear understanding of the Catholic ethos and Lasallian spirit of the school and the values of the Gospel 2. A clear vision for the sort of curriculum that meets the needs of students in the 21st century 3. A passion for learning and teaching 4. A desire to learn and develop professionally 5. A commitment to working with and for the community | * Committed and practicing Catholic * Involvement in extra-curricular activities | 1. Interview 2. Interview 3. Presentation 4. Application and interview 5. Application, interview and reference |
| Personal qualities | * Self-motivated, hard-working, enthusiastic * Loyalty to the team and to the school * Imaginative, innovative, prepared to take risks * Strong interpersonal skills with the ability to lead and work constructively with teams * Good time management * Ability to work under pressure * Ready to commit to the tasks beyond the working day | | Reference and throughout the selection process |