

**Anfield School
Anfield International Kindergarten
Anfield International Kindergarten & Nursery**



Person Specification – Deputy Headteacher

	Essential	Desirable	Method of Assessment
Application	<ul style="list-style-type: none"> Fully supported in reference. Well written, structured and presented application. 		
Qualifications	<ul style="list-style-type: none"> Honours Degree - B.Ed (Hons) or PGCE with QTS 	<ul style="list-style-type: none"> NPQH Additional coaching or other specialist qualifications appropriate to the job. 	<i>Certificate</i>
Experience	<ul style="list-style-type: none"> Proven excellence as a classroom teacher committed to AfL as an integral part of the children's learning and development Minimum of five years' experience as a classroom teacher Proven strategic leadership experience of: <ul style="list-style-type: none"> EYFS / a Key Stage (KS1 and/or KS2) Literacy and/or Numeracy <u>and</u> another 'significant area' (Assessment, Curriculum and/or Inclusion) Successful curriculum management – planning, teaching and assessment Experience and understanding of ICT as a management tool and the use of data to raise standards Experience of managing change successfully Experience of leading, managing, motivating and developing staff 	<ul style="list-style-type: none"> Teaching Teaching experience in more than one establishment Experience as an EYFS / a Key Stage Leader or Deputy Head Experience as data /assessment coordinator Experience of leading major curriculum development 	<i>Reference</i>

	Essential	Desirable	Method of Assessment
	<ul style="list-style-type: none"> • Experience of monitoring teaching and learning • Experience of working successfully and co-operatively in a variety of teams within school 		
Skills & Abilities	<ul style="list-style-type: none"> • Ability to communicate with and relate to all members of the school's community • Demonstrate good inter-personal skills and an approachable style of leadership • Ability to communicate effectively in a variety of ways and in different situations, to a range of audiences, including using ICT • Ability to support, motivate and inspire staff to maintain and improve current standards • Ability to lead, manage, motivate and work as part of a team, demonstrating flexibility and adaptability • Evidence of improving standards in at least one area 	<ul style="list-style-type: none"> • Involvement in developing community links • Experience of presentations to external groups 	<i>Application Form Interview</i>
Knowledge	<ul style="list-style-type: none"> • Secure knowledge and understanding of the needs of primary age pupils including those with special needs • Secure knowledge of the structure, delivery and content of the curriculum for four to eleven year olds • Secure knowledge of the current issues in primary education • Secure knowledge of what excellence in teaching and 		<i>Application Form Interview</i>

	Essential	Desirable	Method of Assessment
	<p>learning looks like</p> <ul style="list-style-type: none"> • Knowledge of all current safeguarding procedures • Knowledge of the current Ofsted Framework for Inspection • Knowledge of contributions to school self- evaluation 		
Personal Competencies & Qualities	<ul style="list-style-type: none"> • Be articulate and inspiring, confident, stable and supportive, highly able and innovative • Stamina, energy and drive in abundance, with the ability and determination to attain and maintain very high educational standards and to raise pupil standards of achievement to the very highest levels • Think creatively and imaginatively to anticipate and solve problems and to identify opportunities • Ability to demonstrate sensitivity, integrity and enthusiasm when working with others, including pupils, parents, staff, the Board, other stakeholders and the wider community • Willingness to work in partnership with other schools, key agencies and organisations. • Ability to manage pressure effectively. • Know how to plan and prioritise time and actions effectively • Self-supporting with the ability to work as part of a team • A sense of humour and a genuine understanding and liking of our children • Approachable, open and honest • Dedicated, conscientious and 	<ul style="list-style-type: none"> • Experience of working in external partnerships • Outside interests 	<i>Interview</i>

	Essential	Desirable	Method of Assessment
	<p>hard working</p> <ul style="list-style-type: none"> • An excellent health and attendance record over the last two years • Enjoys the challenge of stimulating young minds • Demonstrate a consistent record of positive parental involvement in learning and a generally high level of satisfaction • A willingness to contribute to whole school development • Provide a role model for pupils and other staff through personal and professional conduct • The ability to relate well to the children and create a caring and supportive atmosphere in the classroom • Shows initiative • A willingness to share ideas and to learn from others • A thoroughly professional approach to all aspects of the role 		
Professional Development	Evidence of progressive and relevant CPD covering curriculum, school self-evaluation, leadership and management issues	Experience of supporting staff development using performance management targets	