

St John's Church of England School

PERSON SPECIFICATION

Post Title: Deputy Headteacher

Leadership Range: L9 – L13

Responsible to: Headteacher

Responsible for: Raising standards in Teaching and Learning

Key Area	
1. Education & Qualifications	<p>Essential requirements</p> <p>1.1 Qualified teacher status.</p> <p>1.2 Evidence of sustained, continuous professional development, preferably in more than one school.</p> <p>Desirable requirements</p> <p>1.3 Successful completion of NCSL courses such as Leadership Pathways or Leading from the Middle.</p>
2. Experience & Knowledge	<p>Essential requirements</p> <p>2.1 Successful proven experience of leadership as a Senior leader/ Assistant Headteacher/ Deputy Head teacher. *</p> <p>2.2 Sustained high quality teaching experience including an understanding of the Early Years Foundation Stage and of both Key Stages 1 & 2. *</p> <p>2.3 Successful proven experience of developing, implementing and teaching a rounded creative curriculum. *</p> <p>2.4 A sound understanding of recent developments in education practice, assessment, Appraisal and OFSTED inspections. *</p> <p>2.5 Experience of using school data to establish benchmarks, set targets and evaluate for improvement. *</p> <p>2.6 Experience of effectively managing staff performance and supporting professional development. *</p> <p>2.7 Successful proven experience of leading, developing, implementing and monitoring whole school policy for all areas of a core subject or for inclusion.</p> <p>2.8 Knowledge and understanding of effective strategies for supporting the learning needs of more able children and children with Special Educational Needs and disabilities. *</p> <p>2.9 Experience of working with outside agencies to support children with SEN and disabilities. *</p> <p>Desirable requirements</p> <p>2.10 Experience of working in a CE school.</p>
3. Leadership & Management Skills	<p>Essential requirements</p> <p>3.1 Ability to deploy resources effectively to achieve the priorities set out in the School Development Plan.</p> <p>3.2 Ability to inspire, lead and motivate staff and pupils.*</p> <p>3.3 An ability to lead and manage change whilst sustaining the school's good practice. *</p> <p>3.4 Ability to evaluate patterns and trends and implement practical solutions to key school issues.</p>

	3.5 Commitment to a broad, creative curriculum that nurtures and values the talents and interests of every child. *
4. Commitment	Essential requirements 4.1 Demonstrates a personal commitment to enhancing and developing the Christian ethos and tradition of the school. * 4.2 Demonstrates an aspiration to build on the strong links with our partner churches as an integral aspect of the overall Christian vision for the school. * 4.3 Has a commitment to building relationships within the diverse multi-faith community in which the school is situated. 4.4 Is able to lead and develop the school's engagement with the local and wider community.
5. Personal Attributes, Communication & Interpersonal Skills	Essential requirements 5.1 Is passionate about education. 5.2 Is ambitious for the school, for the staff and for every child. 5.3 Is inspirational and able to motivate every pupil and staff member to achieve their full potential. 5.4 Is child-focused. 5.5 Can communicate effectively and has the ability to maintain and develop effective relationships with pupils, parents, staff and governors.* 5.6 Has a commitment to develop relationships with parents so that they are partners in their child's learning. * 5.7 Has the ability to listen to and respond to others. 5.8 Is approachable, but able to set appropriate boundaries. 5.9 Has a positive outlook and the ability to manage stressful situations sensitively. 5.10 Is innovative, flexible, creative and open to change and new ideas. 5.11 Is dynamic, energetic and enthusiastic. 5.12 Is trustworthy, fair and kind.

Candidates are asked to address the asterisked criteria in their personal statement. The other criteria will be assessed during the activities and questions forming the interview and against the information provided in the application form.