**St Patrick’s Catholic Primary School**

**Person Specification**

**POST: Deputy Headteacher Grade: L14-L17**

**Note to Applicants**

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the post.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

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|  | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
| **Qualifications, Experience and Training** | * Qualified Teacher Status * At least 5 years of successful teaching experience across the primary age range * Experience of teaching in at least 2 key stages (FS/KS1/KS2) * Evidence of recent training in whole school leadership and management * Significant and successful subject/area leadership resulting in school improvement * Evidence of outstanding teaching ability * Commitment to undertake CCRS within 2 years from the date of appointment if not already held | * Catholic Certificate in Religious Studies(CCRS) * Successful senior leadership experience * Evidence of other related recent study |
| **Skills and Knowledge** | **Evidence of:**   * Effective monitoring and evaluation of staff performance * Thorough knowledge and understanding of the EYFS and primary curriculum * A track record of implementing successful strategies to raise achievement * Understanding of the principles of differentiation, feedback, assessment/observations and record keeping and their use in raising personal and academic achievement * Strategies to develop teachers * High expectations of all pupils: respect for their abilities, social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements | * Voluntary initiation of, and involvement in, extra-curricular activities * Excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress * Understanding of an effective learning environment and the ability to create an inclusive classroom * Financial planning and budgeting |
| **Leadership and Management** | * Understand the nature and purpose of Catholic education; be committed and able to develop the Catholic ethos of the school * Experience of delegating, supporting and monitoring the work of others * Experience of managing substantial change across a subject area or th whole school * Successful experience of observing and evaluating teaching, providing effective feedback and implementing support * Ability to work effectively in partnership with the Headteacher * Experience of leading the professional development of staff within the context of school improvement * Success at promoting inclusive practice across the school that leads to high expectations for all learners * Ability to communicate clearly, both verbally and in writing * Work effectively with all stakeholders * Ability to work on own initiative, make decisions and solve problems * Excellent organisational skills, the ability to initiate new ideas, work effectively under pressure, prioritise appropriately and meet deadlines * Critical analysis, evaluation, planning and leading whole school improvement in a range of areas | * Strategic planning processes * Strategies for raising achievement and achieving excellence * The development of a personalised learning culture within the school * Engage in dialogue with parents and carers, the local Church and other partners to promote their support for the school as a community of faith to benefit pupils’ religious, spiritual, moral social and cultural development * Building and sustaining a learning community * Highly effective presentation and training delivery skills |
| **Personal**  **Skills/Specialist**  **Knowledge** | * Proactive and positive disposition * Commitment to safeguarding children * Ability to form effective professional relationships * Willingness to be involved in the wider life of the school * Commitment to furthering your own professional knowledge and skills * High expectations and a commitment to inspiring pupils through creativity * Ability to positively and rapidly adapt to sudden changes in routine * Evidence of improvement of own practice through observations, evaluation and discussion with colleagues * Evidence of working collaboratively with colleagues, and carry out the role effectively, knowing when to seek help and advice | * Coaching and mediation |
| **Special Working Conditions** | * Committed and practising Catholic * An understanding of the distinctive nature of a Catholic School * Ability to work as part of a strong, friendly team and contribute to team dynamics * Attendance at all meetings/ parents evenings as required by the Headteacher * To model and maintain the highest standards of learning and behaviour * A commitment to support the full life of the school |  |