**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
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| **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
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| **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
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| **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
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| **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
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