



Christ Church C of E Primary School
 Shooters Hill
 London
 SE18 3RS
 020 8856 4513



Southwark Diocesan
 Board of Education

Deputy Headteacher Person Specification

Christ Church C of E Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent, effective safeguarding procedures are in place to support children, families and staff at the school. All appointments are subject to an enhanced Disclosure and Barring Service Check and satisfactory references.

E = Essential

D = Desirable

Qualifications or Training	E	D
Qualified Teacher Status.		
Qualified to work and teach in the UK.		
Evidence of Continuing Professional Development (CPD).		
Experience	E	D
Being a practising Christian or a person who is committed to affirming and developing the Christian ethos of the school.		
An understanding of, and commitment to, promoting and safeguarding the welfare of pupils.		
Being an outstanding classroom practitioner in a primary school.		
Previous recent experience as an effective senior / middle leader in a primary school.		
Proven success in raising pupils' attainment and achievement, and determination to maintain high standards.		
Confidence in analysis and effective use of data to raise standards.		
Responsibility for developing, monitoring and evaluating and bringing about improvement in a core curriculum subject or phase.		
Understanding and experience of contributing to self-evaluation and school improvement to improve pupil outcomes.		
Leading training and other staff development activities, including		

appraisal/performance management.		
Substantial and successful teaching experience across the primary age range.		
Working with governors, parents / carers, other agencies and the wider community to the benefit of the school.		
Coaching and mentoring.		
Observing and giving formative feedback to teaching / support staff.		
Knowledge and Understanding	E	D
Knowledge of the curriculum for Early Years Foundation Stage, KS1 and KS2.		
In-depth knowledge of curriculum development and effective pedagogy.		
A thorough knowledge of planning, assessment and record keeping procedures and how to use them to ensure excellent progress.		
Understanding of, and a commitment to, pupil inclusion.		
Up-to-date knowledge and understanding of current educational issues including safeguarding procedures and legislation.		

Skills	E	D
Ability to identify children's learning needs and strengths and know how to respond to and guide and challenge staff in order to raise standards and secure achievement.		
Ability to effectively manage children's behaviour in a positive way and to promote excellent relationships and excellent behaviour.		
Ability to work as part of the school leadership team and take significant levels of responsibility.		
High level interpersonal skills - ability to communicate effectively with children, parents / carers, governors, external professionals and colleagues.		
Ability to produce careful, accurate and well-written reports, policies, guidance, letters etc. for a range of audiences.		
Ability to read and use data and to use a range of sources of evidence to make judgements and identify next steps (e.g. progress / achievement data, lesson observations, work scrutinies).		
Ability to prioritise, work under pressure, manage resources effectively and meet deadlines.		
Ability to influence others positively, to motivate, coach, lead, challenge and manage people to work both individually and in teams to implement change, plan strategically and creatively solve problems.		
Ability to use ICT to improve teaching, learning and school management.		

Personal Qualities & Attributes	E	D
Commitment to working in partnership with the Headteacher to deliver the school's vision.		
Sharing responsibility with the Headteacher for championing the Christian ethos of the school and aiding the spiritual development of the pupils and staff.		
Ability to lead, encourage, inspire and motivate members of the wider school community.		
Reliability, integrity and commitment to the role.		
Energy, enthusiasm and a passion to succeed.		
Relate well to pupils, staff and parents /carers and care about their individual needs, respecting diversity, equality and inclusivity.		
Ability to remain calm under pressure and to meet deadlines in a flexible manner.		
Ability to adapt to changing circumstances and new ideas in a positive and creative manner.		
A calm, positive and professional attitude especially when dealing with sensitive issues.		
Good judgement.		