



Northumberland Church of England Academy Trust Bishop's Primary School

Person Specification: Deputy Head of Campus	Essential	Desirable
<p>Attitudes: The person appointed should be able to demonstrate:</p> <ul style="list-style-type: none"> ● Value the education of every pupil as equally important ● Be committed to equal opportunities ● Believe in pupils' entitlement to a broad, balanced and meaningful education ● Recognise that it is the responsibility of leadership to provide active support and challenge to colleagues ● Be committed to high quality in all aspects of their work ● Understand and practise the principles of change management ● Have a collaborative approach to partnership working ● Have a deep understanding of school systems, the management of young pupils, development, planning and implementation 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>
<p>Skills: The person appointed must be able to:</p> <ul style="list-style-type: none"> ● Lead and inspire others ● Work on their own initiative and be part of a team ● See tasks, plans and ideas through to completion ● Think strategically but have an 'eye for detail' ● Communicate effectively in a wide variety of forms to a range of audiences ● Use emotional intelligence to manage change effectively ● Lead and manage colleagues ● Demonstrate evidence of a commitment to own professional development ● Have experience of leading teaching and learning initiatives beyond their own classroom ● Show an excellent understanding of the components which comprise outstanding teaching and learning ● Have experience of giving effective feedback to colleagues about professional performance ● Have experience of coaching and mentoring colleagues ● The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience ● Developing high quality learning strategies and monitoring 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>

<p>learner progress to raise attainment</p> <ul style="list-style-type: none"> ● Have an understanding of the requirements for the provision of SEND and G&T children. 		✓
<p>Qualities: The person appointed will have:</p> <ul style="list-style-type: none"> ● A highly professional approach to their work ● Great energy and enthusiasm ● A real drive to make things happen ● A passionate desire to make a difference ● The desire for further career progression ● A warm, open and optimistic disposition ● Loyalty, determination and persistence 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<p>Experience and Qualifications: The person appointed will have:</p> <ul style="list-style-type: none"> ● Experience of working within the primary phase at middle leadership level ● A proven track record of successful leadership ● A good Honours Degree ● Qualified Teacher Status ● Prepared themselves for the post through appropriate professional development 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	✓