

## Deputy Headteacher Personal Specification

FAITH COMMITMENT	Essential	Desirable
A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland		/
A committed Christian who is an active member of the church he/she attends		/
Fully committed to promoting the school's Christian values and to developing links between the parish church and school	/	
Has an understanding of the importance of collective worship and RE in a church school	/	
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school	/	
Has an understanding of how relationships should be fostered and developed between the school, local Church and its community and the Diocese	/	
QUALIFICATIONS	Essential	Desirable
Degree	/	
Qualified Teacher Status (QTS)	/	
Evidence of personal and professional development	/	
EXPERIENCE	Essential	Desirable

Substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment		/
Successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils	/	
Evidence of managing or making a substantial contribution to the effective management of change.	/	
Experience of working effectively and in partnership with Governors, parents and the wider community	/	
Experience of developing further systems for school self-evaluation, effective monitoring and inspection.		/
<b>KNOWLEDGE</b>		
Knowledge of the statutory requirements and other relevant legislation relating to school leadership and management		/
Knowledge of statutory education frameworks, including governance		/
Knowledge of the statutory requirements and other relevant legislation relating to child protection procedures and	/	

safeguarding.		
Knowledge of ways to build, communicate and implement a shared vision		/
Knowledge of strategic planning processes		/
Knowledge of new technologies, their use and impact including social media		/
Knowledge of the work of other agencies and opportunities for collaboration		/
<b>SKILLS &amp; ABILITIES</b>	<b>Essential</b>	<b>Desirable</b>
Ability to have a vision of the overall aims and direction of a successful school and be able to communicate these in order to inspire and motivate others	/	
Ability to access and analyse relevant data and to use this information to set priorities and determine school action	/	
Ability to work under pressure, determine priorities and meet deadlines, communicating effectively to all stakeholders	/	

Ability to lead with optimism, continually building and developing positive relationships	/	
Ability to help create and maintain a school that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils	/	
The ability to relate positively to all stakeholders and inspire high quality teaching, learning and behaviour	/	
<b>LEADING LEARNING &amp; TEACHING</b>	<b>Essential</b>	<b>Desirable</b>
In-depth knowledge of EYFS and Key Stages 1 & 2.	/	
An outstanding classroom practitioner, who will lead by example and inspire staff to improve and develop.	/	
A good understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about	/	
Ability to acknowledge teaching excellence and challenge any underperformance across the school to improve the quality of learning	/	
Ability to motivate and engage pupils to maximise learning	/	

opportunities and outcomes, ensuring equal opportunities for all		
Knowledge of how assessment strategies and target-setting are used to inform learning in order to help all pupils make progress	/	
Proven ability in raising achievement for all pupils including those with high prior attainment, rapid learners and those requiring SEND provision	/	
<b>MAINTAINING AND ENHANCING THE SCHOOL'S ETHOS</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to preserve and develop the distinctive Christian character and ethos of the school	/	
Commitment to participate in school and community activities	/	
Commitment to the creation of a climate of open communication where people feel able to express opinion and know their views will be respected	/	
<b>LEADERSHIP &amp; COLLABORATION</b>	<b>Essential</b>	<b>Desirable</b>
A genuine all-rounder, able to flex to the needs of the school, thinking creatively to find opportunities and solutions	/	
An excellent communicator, diplomatic, confident and able to quickly build trust with all stakeholders	/	

Ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to avert and resolve conflict	/	
A highly visible presence and good role model who inspires confidence and trust, empowering and motivating all stakeholders	/	
Committed to engaging with the local church and wider community to build partnerships, share resources, promote collective events and ensure advocacy for children and young people	/	
<b>MANAGING THE ORGANISATION</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate an inspirational and supportive style of leadership	/	
Plan, organise and exercise sound judgement and communicate and delegate effectively	/	
An understanding of and commitment to the requirements of safeguarding children and an ability to maintain a culture of vigilance	/	
<b>SAFEGUARDING</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to safeguarding and promoting the welfare of children	/	
Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection	/	
<b>PERSONAL</b>	<b>Essential</b>	<b>Desirable</b>

Ability to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances	/	
Is self-motivating and achieves challenging professional goals.	/	
Demonstrates enthusiasm for, and commitment to, the role; along with reliability, integrity and a passion for education.	/	
Demonstrates: <ul style="list-style-type: none"> <li>• Emotional self-awareness</li> <li>• Accurate self-assessment</li> <li>• Self confidence</li> <li>• Empathy</li> <li>• Organisational awareness</li> <li>• Emotional self-control</li> <li>• Transparency</li> <li>• Adaptability</li> <li>• Optimistic</li> <li>• Inspirational leadership</li> <li>• Good team worker and collaborative</li> </ul>	/	

