



FARNWORTH CE PRIMARY SCHOOL

PERSON SPECIFICATION

JOB TITLE: Deputy Headteacher

SALARY: L8 - 12

1. Elements required to undertake the job are provided under specific headings. Each element is essential or desirable and indicated by an E or D in the "A" column.
2. How the evidence will be tested is indicated under columns provided "B to E".

CODE

A: - Essential or Desirable
 B: - Application Form
 C: - Interview/Presentation
 D: - References
 E: - Lesson observation

TRAINING AND QUALIFICATIONS

	A	B	C	D	E
• Qualified Teacher Status	E	✓			
• Relevant degree or equivalent qualification	E	✓			
• Evidence of recent study or professional development in preparation for a leadership role	E	✓	✓		

EXPERIENCE OF TEACHING AND SCHOOL LEADERSHIP

	A	B	C	D	E
• An outstanding classroom practitioner with substantial continuous primary teaching experience across EYFS, KS1 & KS2	E	✓	✓	✓	✓
• Recent experience at senior leadership level or equivalent status within an educational setting	E	✓	✓	✓	
• Have SENCO qualification	D	✓	✓	✓	
• Be willing to complete NPQ SENCO	E	✓	✓	✓	
• Evidence of having made an impact on the development of a whole school issue and / or curriculum area	E	✓	✓	✓	
• Knowledge of children's developmental needs	E	✓	✓		✓
• Evidence of successful strategies to	E	✓	✓	✓	✓



improve pupil standards

	A	B	C	D	E
• Evidence of strong involvement in extra-curricular and wider community activities	E	✓	✓	✓	

Applicants should be able to demonstrate **good knowledge and understanding of** the following areas.

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

	A	B	C	D	E
• Inclusion, educational excellence and enjoyment	E	✓	✓		✓
• The promotion of the spiritual, moral, social and cultural development of all pupils	E	✓	✓		✓
• Strategies to achieve effective teaching, learning and assessment including the use of new technologies	E	✓	✓	✓	✓
• The main areas of responsibility of the Designated Safeguarding Lead and the ability to support staff members to carry out their safeguarding duties	E	✓	✓	✓	✓
• The development of the Christian character of the school, its pupils and staff	E	✓	✓		✓
• The important place of Collective worship in a Church of England school	E	✓	✓		
• Local and national policies, priorities and statutory frameworks	E	✓	✓		
• The role of the governing body	E	✓	✓		

Applicants should be able to provide evidence that they have the **necessary personal skills and attributes** required.

PERSONAL SKILLS AND ATTRIBUTES

	A	B	C	D	E
• Passionately committed to children's learning	E	✓	✓	✓	✓
• Innovative, self motivated, a 'can do' attitude, proactive	E	✓	✓	✓	✓
• Commitment to promote ideas and manage change effectively	E		✓		
• Possess outstanding interpersonal skills	E	✓	✓	✓	✓



and the ability to nurture and inspire

	A	B	C	D	E
• Excellent communication skills both oral and written, including new technologies	E	✓	✓	✓	✓
• Set high standards and be a positive role model for pupils and staff	E		✓	✓	✓
• The ability to analyse and interpret information in order to make informed decisions and exercise good judgement	E	✓	✓		
• Able to deploy a range of leadership skills to develop productive relationships and high performing teamwork	E	✓	✓	✓	
• Challenge and motivate others to create a forward-thinking organisation committed to school improvement	E	✓	✓		
• Self management to include time management	E		✓	✓	
• Commitment to continuous professional development	E	✓	✓	✓	
• Proven ability to build and maintain effective relationships with parents, partners and the community that enhance the education of all pupils	E	✓	✓		
• Have resilience, reliability and integrity, a sense of fun and a good work/life balance	E	✓	✓	✓	

