



## **SAINT PATRICK'S CATHOLIC PRIMARY SCHOOL**

### **ASSISTANT HEADTEACHER** **PERSON SPECIFICATION**

***Applicants must be able to demonstrate the following:***

<b>Requirements</b>	
Threshold – no candidate will be considered further if they do not meet these criteria.	* Registered with the DfE Teaching Agency with Qualified Teacher Status.

	<b>Essential</b>	<b>Desirable</b>
<b>1. Qualifications</b>	<ol style="list-style-type: none"> <li>1. Qualified Teacher Status.</li> <li>2. DfE Teaching Agency registration number.</li> </ol>	<ol style="list-style-type: none"> <li>1. Catholic Teachers' Certificate / CCRS (or equivalent)</li> <li>2. Evidence of further qualification, training and/or relevant studies, eg. further degree, NPQH training etc.</li> </ol>
<b>2. Catholicity</b>	<ol style="list-style-type: none"> <li>3. Committed to Catholic education and Catholic schools.</li> <li>4. Ability to articulate a clear understanding of Catholic ethos as a driver for school improvement.</li> </ol>	<ol style="list-style-type: none"> <li>3. Experience of working within one or more Catholic schools.</li> <li>4. Actively involved in local parish or Diocesan life.</li> </ol>
<b>3. Leadership and Management</b>	<ol style="list-style-type: none"> <li>5. Leadership and management experience in a school</li> <li>6. Proven ability to drive improvement in a subject area of school priority.</li> <li>7. Ability to uphold and actively strengthen Catholic ethos through school.</li> <li>8. Experience of successful line management and staff development (non/teaching staff)</li> <li>9. Ability to use whole school data to identify and plan effective provision for pupils vulnerable to learning.</li> <li>10. Experience of contribution to self and whole school evaluation processes.</li> <li>11. Ability to work with Governors and all other stakeholders.</li> <li>12. An awareness of current issues in education and their likely impact.</li> </ol>	<ol style="list-style-type: none"> <li>5. Experience of leadership in training / supporting colleagues.</li> <li>6. Experience of using RAISEonline / ASP / Perspective Lite and other data sources to monitor and inform school improvement.</li> <li>7. Experience of leading improvement in more than one curriculum area.</li> </ol>



<b>4. Teaching Practice</b>	<ul style="list-style-type: none"><li>13. Outstanding example of a passionate, dynamic classroom practitioner – able to share good practice.</li><li>14. Strength in personalising appropriate provision for those pupils ‘vulnerable to making progress’.</li><li>15. Confident in providing appropriate challenge for all pupils.</li><li>16. Exemplary practice in effective feedback and marking techniques to drive further progress.</li><li>17. Inspirational ability to nurture learning skills and qualities in and out of the classroom.</li><li>18. Up to date working knowledge of the National Curriculum, Strategies and Catholic RE requirements; and their implications in school.</li><li>19. Ability to work collaboratively in effective target setting, assessment and data analysis in order to ensure individual, groups, cohort and whole school improvements.</li><li>20. Ability to use ICT effectively in classroom teaching, remote learning and the management of school.</li><li>21. An understanding and commitment to Safeguarding policy and procedures.</li><li>22. A desire and ability to involve parents in their children’s learning.</li></ul>	<ul style="list-style-type: none"><li>8. Experience of teaching in both Key Stages.</li><li>9. Experience in teaching and preparing a class for Statutory Assessment Tests (SATs).</li><li>10. Safeguarding Training Level 2.</li></ul>
<b>5. Personal Qualities</b>	<ul style="list-style-type: none"><li>23. Motivation to work collaboratively with colleagues, parents, governors and stakeholders to drive forward school improvement.</li><li>24. Excellent communication and interpersonal skills to lead, challenge and support others.</li><li>25. Demonstrate an understanding of team dynamics and its impact on learning.</li><li>26. Flexibility, inspiration, enthusiasm, willingness to learn.</li><li>27. Efficiency in organisation, prioritising and managing time.</li><li>28. Commitment to maintaining confidentiality, safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li><li>29. Reflective on a personal and professional level – able to identify need and keen to grasp opportunities to further self improvement.</li><li>30. Ability to clearly articulate a personal philosophy of Learning and Leadership.</li></ul>	<ul style="list-style-type: none"><li>11. Experience of parent / community involvement.</li><li>12. Proven ability to initiate change and lead or manage staff.</li><li>13. Ability to inspire a coherent programme of extra – curricular experiences contributing to school life.</li></ul>

