



Bickerstaffe

C.E. School & Nursery

Person Specification for Deputy Headteacher at Bickerstaffe **C.E School & Nursery**

*The applicant will be required to safeguard and promote
the welfare of children and young people*

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

R = Reference/A = Application Form/Letter/I =Interview

Faith Commitment

		Essential/ Desirable	Evidence Source
1.	A practising Christian who regularly (at least once a month) attends their own Christian church* (not the church connected with their current school ... unless this is their church) <i>(This will require a faith reference from the applicant's current vicar/minister/priest or other appropriate church leader (eg Warden/Reader etc) in the event of the vicar being not able, due to interregnum/illness etc.</i> <i>*'Christian church' means any church which is designated under the Ecumenical Relations Measure nationally by the Archbishops of Canterbury and York, or locally by the diocesan bishop, or is a member of Churches Together in England, or the Evangelical Alliance, or a partner church of Affinity' Re-affirmed by the Diocesan Board of Education – March 2023</i>	E	R/I
2.	Willing and able to support, sustain and develop the Christian character of our church school	E	A/I

To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.

		Essential/ Desirable	Evidence Source
3.	Ways to ensure that the Christian vision enables the flourishing of pupils and adults within our church school and its community	E	I
4.	Leading school worship	E	I
5.	An understanding of ways of developing the effectiveness of religious education and collective worship	E	A/I
6.	Supporting how relationships should be fostered and developed between the school, local Church and its community and Diocese of Liverpool	E	A/I
7.	Ways of helping lead the spiritual development of all the school community	E	A/I

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Qualifications

		Essential/ Desirable	Evidence Source
8.	Qualified teacher status	E	A
9.	Degree	E	A

Professional development and Safeguarding

		Essential / Desirable	Evidence Source
10.	Evidence of recent leadership training.	E	A/I
11.	Displays commitment to the protection and safeguarding of children and young people	E	I
12.	Up to date safeguarding training and knowledge of legislation for the protection of young people appropriate to the role of deputy headteacher	E	A/I
13.	Has successfully undertaken 'safer recruitment' training or has a commitment to do so within 12 months of taking up the post	D	A/I
14.	Will co-operate and work with relevant agencies to protect young people	E	A/I

School leadership and management knowledge and experience

		Essential / Desirable	Evidence Source
15.	Recent successful middle leadership	E	A/I/R
16.	Recent successful senior leadership	D	A/I/R
17.	Evidence of successfully leading an aspect of school improvement	E	A/I/R
18.	To have experience of being involved with school self-evaluation and development planning	D	A/I
19.	To have the ability to contribute to staff development (e.g. coaching, mentoring, leading INSET etc.)	E	A/I
20.	Experience of monitoring staff performance	D	I
21.	Knowledge of financial planning and budget management	D	I
22.	The ability to provide support to the headteacher to enable them to give relevant information to the governing board	E	A/I
23.	Maintains good awareness of current national education policy and strategy	E	I

Experience and knowledge of teaching

		Essential / Desirable	Evidence Source
24.	Proven excellence in teaching pupils within the primary phase	E	A/I
25.	Thorough knowledge of teaching and learning across all 3 Key Stages in the primary phase.	E	A/I
26.	Secure understanding of assessment strategies, data analysis and the use of assessment to maximise achievement	E	A/I
27.	Ability to promote inclusion and meet the needs of all pupils	E	A/I
28.	A commitment to addressing diversity positively	E	A/I

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Professional attributes and skills

		Essential / Desirable	Evidence Source
29.	Demonstrate an understanding of the needs of the pupils at our school and how these can be met	E	I
30.	Ability to deal effectively and positively with a range of pupil behaviours	E	A/I/R
31.	An ability to communicate effectively, both orally and in writing, to a range of audiences	E	A/I
32.	To be an excellent classroom practitioner and role model	E	A/I/R
33.	A commitment to the own professional development and support others in their development	E	A/I

Personal Qualities

		Essential/ Desirable	Evidence Source
34.	A determination for achieving the very best outcomes for all children.	E	I
35.	Excellent interpersonal skills	E	I
36.	Be committed to working with a high level of integrity and professionalism	E	I
37.	Excellent organisational skills and the ability to prioritise tasks, make decisions and manage time effectively	E	I
38.	Ability to build and maintain good relationships with colleagues, parents, the church and wider school community.	E	A/I
39.	The ability to perform effectively under pressure	E	I
40.	Be aware of their own strengths and areas for development through listening to, reflecting constructively on and actioning feedback from others	E	I

Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in our school.

Confidential References and Reports

Positive and supportive faith reference from the priest/minister where the applicant regularly worships	E
<i>Candidates who do not use their Parish priest/minister must give an explanation in the letter of application</i>	
Positive recommendation from all referees, including current employer	E

Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.