



Rainhill St Ann's CE Primary School
 View Road, Rainhill, Merseyside, L35 OLQ
 Tel 0151 426 5869, www.rainhillstanns.co.uk
 Twitter: [@StAnnsRainhill](https://twitter.com/StAnnsRainhill)
 Headteacher: Mrs Laura Rynn



Together, we aim high; with God's love, we can fly

DEPUTY HEADTEACHER PERSON SPECIFICATION (Essential and Desirable)

Faith Commitment	
To be able to Lead school worship	E
To be able to demonstrate ways of developing religious education and worship	E
To be able to demonstrate a commitment to strategic thinking and planning which builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school	E
To be able to demonstrate how relationships should be fostered and developed between the school, MAT, local Church and its community and Diocese of Liverpool	E
Full and active member of a church in membership of Churches Together in England.	D
Qualifications	
Qualified Teacher status	E
Good degree or equivalent	E
Leadership qualification	E
Professional Development	
Evidence of recent leadership and management professional development relevant to the role of Deputy Headteacher	E
Has successfully undertaken appropriate Child Protection training	E
Evidence of continuing professional development and being able to demonstrate the impact of this	E
Shape the current and future quality of the teaching profession through high quality training and sustained professional development of all staff	E
Experience	
Significant teaching experience and employment in at least two primary schools	E
Evidence of highly effective teaching in at least two key stages	E
Substantial knowledge and understanding of learning and teaching at both Key Stages	E
Leadership experience in the primary age phase	E
Experience of leading assessment across the school and at least one core curriculum area	E
To be able to use data, assessment and target setting to raise standards and address weaknesses	E
Responsibility for developing, monitoring and evaluation of all aspects of school provision	E
Experience of working with and involving school Governors	E
Experience of working with and developing links with the community	D



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Knowledge and Understanding	
Confident use of ICT communication skills	E
Knowledge and understanding of data analysis and the ability to use data to set targets for improvement across the school	E
To be able to demonstrate an understanding of strategies required for improving the quality of teaching and learning	E
To be able to demonstrate an understanding of strategies for school improvement and raising standards of achievement	E
Confident in whole school self-evaluation	E
Up to date knowledge & understanding of the current national education agenda	E
Understanding of how children & adults learn and effectively apply their learning	E
Understanding of how to support children with additional educational needs across the school, measuring interventions effectively and using the pupil premium to good effect to ensure pupil progress	E
To have a knowledge of all three key stages in the primary phase	E
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E
Leadership Skills and Management Experience	
Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them	E
Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel	E
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	E
Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care	E
Create an ethos based on Christian values within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other	E
Ability to act as a role model of good classroom practice and model effective strategies for staff	E
Hold all staff to account for their professional conduct and practice	E
Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity, within a Christian context	E
Within the school's Christian ethos, provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society	E



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Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice	E
Effective administration and organisational skills	E
Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making	E
Ability to:	
<ul style="list-style-type: none"> Lead the development of the school's curriculum 	E
<ul style="list-style-type: none"> Lead learning, demonstrating, promoting and encouraging outstanding classroom practice 	E
<ul style="list-style-type: none"> Lead and manage people to work both individually and in teams 	E
<ul style="list-style-type: none"> Delegate and monitor effectively 	E
<ul style="list-style-type: none"> Aid the Headteacher to initiate and manage change 	E
<ul style="list-style-type: none"> Motivate and inspire by setting and following high standards 	E
<ul style="list-style-type: none"> Seek advice and support when necessary 	E
<ul style="list-style-type: none"> Deal sensitively with people and resolve conflicts 	E
<ul style="list-style-type: none"> Evidence of successful school improvement planning and delivery 	E
<ul style="list-style-type: none"> Evidence of successful performance management of staff 	E
Decision-making Skills	
Ability to investigate, resolve problems and make decisions	E
This will include an ability to:	E
<ul style="list-style-type: none"> Collect and weigh evidence, make judgements and take decisions in line with good educational practice 	E
<ul style="list-style-type: none"> Think creatively and imaginatively to solve problems and identify opportunities 	E
Communication Skills	
Ability to communicate clearly and take into account, where appropriate, the views of others	E
Effectively communicate orally and in writing to a range of audiences	E
Negotiate, consult and capacity to influence	E
Self-Management Skills/ Professional Development	
Evidence of working collaboratively with other schools, organisations and agencies	E
Ability to plan time and organise work effectively	E
This will include an ability to:	E
<ul style="list-style-type: none"> Prioritise and manage time 	E
<ul style="list-style-type: none"> Work under pressure and meet deadlines 	E
<ul style="list-style-type: none"> Be self-motivating and set personal goals 	E
School Ethos	
An ability and commitment to develop and maintain the ethos of the school	E



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in partnership with the Headteacher	
Fully supportive of the aims and ethos of a Church school	E
Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development, British Values and equality and diversity	E
Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education	E
Personal Attributes	
Adaptability to changing circumstances & ideas	E
Energy and enthusiasm	E
Reliability and integrity	E
Outstanding interpersonal skills	E
Demonstrate optimistic personal behaviour positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local Church and wider community.	E
Inspire, challenge, motivate and empower teams and individuals to achieve high goals.	E
Be approachable, person centred.	E
Demonstrate impact and presence.	E
Excellent attendance record	E