**Beaconside Church of England Primary School & Acorn Nursery**

The Deputy Headteacher at our school will play a pivotal role in supporting the Headteacher in the overall leadership and management of the school. The successful candidate will demonstrate a strong commitment to promoting excellence in education, fostering a positive learning environment, and ensuring the well-being and attainment of all students, particularly those facing disadvantage.

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| **Qualifications & professional development** | * Qualified Teacher Status (QTS)
* Commitment to ongoing professional development and a reflective approach to practice, with a willingness to engage in continuous learning and self-improvement.
* Level 1 safeguarding training
 | * NPQML/SL or evidence of similar leadership training
* Intention to complete NPQH in the future
* Level 3 safeguarding
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| **Competencies** | * **Leading and supervising** a team of people to ensure a clear direction, appropriate standards of behaviour while motivating and empowering others
* **Deciding and initiating action** to develop teaching and raise attainment with particular those that are disadvantaged
* **Working with a large team of people** to manage performance and ensure clear communication
* **Adhering to principles and values** to ensure organisational and individual responsibility towards the whole school community
* **Adapting and responding to change** both on a day to day basis and through changing initiatives
* **Delivering results and meeting expectations** through setting standards for and monitoring quality
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| **Experience** | * Proven track record of coaching and mentoring colleagues to improve teaching and learning outcomes, with the ability to provide effective support and guidance to staff at all levels.
* Experience in leading initiatives to promote positive behaviour management strategies, resulting in an inclusive and engaging environment for all students.
* Demonstrated commitment to and evidence of raising attainment levels for all children, particularly those from disadvantaged backgrounds, through the implementation of targeted interventions and effective assessment strategies.
* Delivering excellent teaching in a primary school over at sustained period of time (minimum 5 years) within keys stage 2
* Ability to improve teaching and learning within a specific subject area.
* Successful organisation and administration of Key Stage 2 assessments and the writing moderation process
* Demonstrated ability to effectively manage the performance of others, fostering a supportive and encouraging environment for growth and development.
* Proven track record in leading teams, adept at clear communication of expectations and fostering collaborative teamwork.
* Exemplary in setting and modeling high standards for staff behavior and performance, inspiring colleagues to strive for excellence in all aspects of their roles.
 | * Proven experience in teaching across all key stages, demonstrating versatility and adaptability in catering to diverse educational needs and developmental stages.
* Demonstrated capability in efficiently managing school operations in the absence of the headteacher, ensuring continuity and effective leadership during their absence.
* Experience navigating OFSTED inspections, particularly through leadership roles in specific subjects,
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| **Knowledge** | * Comprehensive knowledge of child development spanning ages 3 to 11, to support holistic development and learning.
* In-depth understanding of the requirements outlined in the national curriculum, and how to develop curriculum planning.
* Proficiency in formative and summative assessment methodologies, including a secure grasp of national benchmarks to inform teaching
* Outstanding expertise in subject leadership across the primary curriculum, championing innovative approaches to enhance children’s learning
* Understanding of the principles underpinning school improvement, with how to implement effective strategies to achieve positive outcomes.
* Advanced grasp of methodologies and techniques for enhancing teaching quality, utilizing evidence-based approaches to facilitate continuous professional development.
* Demonstrated excellence in managing people within a school, employing best practices to cultivate a collaborative and supportive work environment.
* Thorough knowledge of safeguarding protocols and procedures for both teachers and leaders, ensuring the well-being and protection of all stakeholders.
* Proficient in providing leadership and guidance in specific subject areas within a primary school context, fostering a culture of excellence and achievement.
* Firm grasp of the values and ethos intrinsic to a Church of England School, adept at integrating these principles into daily practices and decision-making processes
* Knowledge of special educational needs (SEN) provision and experience in implementing inclusive practices to support the diverse needs of all learners
 | • Understanding of data analysis techniques and experience in using data to inform decision-making and drive school improvement initiatives.• Knowledge of budget management principles and experience in financial planning and resource allocation within a school setting.• Awareness of community engagement strategies and experience in fostering positive relationships with parents, carers, and external stakeholders to support student achievement and well-being.• Understanding of outdoor learning practices and experience in delivering and supporting other staff planning and implementing educational visits |
| **Personal attributes** | * **Personal values** that complement the school and those of the church of England
* **Behaviours**
* Strong interpersonal skills and the ability to build positive relationships with students, staff, parents, and external stakeholders, fostering a collaborative and supportive school community.
* Effective communication and organizational skills, with the ability to articulate the school’s vision and lead on whole-school initiatives to drive improvement.
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