

PERSON SPECIFICATION

Deputy Headteacher (Pastoral and Safeguarding)

The Selection Panel will place a particular emphasis on the following key competencies, all of which will underpin the recruitment process:

- high expectations of self and others
- clear strategic thinking
- skilful communication according to audience
- partnership working
- adhering to principles and values
- decision making/risk taking

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential or desirable* on appointment	Assessment method <ul style="list-style-type: none"> • Application form • Interview • Tasks
Qualified Teacher status	E	A
Graduate or equivalent	E	A
Evidence of continuous professional development including leadership and management, safeguarding, and behaviour training (E.g. NPQSL, NPQH, DSL, Prevent, Positive Regard)	E	A/I
EXPERIENCE AND SKILLS		
Commitment to promote and model the Christian vision that underpins the St. Aidan's School Church of England foundation.	E	I
Leadership experience in at least two schools and a proven track record of high and effective implementation and impact on whole school initiatives.	E	A/I
Leadership experience in a school with a Christian character and ethos.	D	A/I
Highly effective and credible leadership skills, which have been used to inspire the respect and support of others.	E	A/I
A strong belief in the ability of every student to achieve their academic potential and a corresponding commitment to how inclusion, pastoral care, and academic success are interconnected.	E	A/I

Knowledge of effective strategies to improve behaviour, attendance, personal development and safeguarding.	E	A/I/T
Demonstrable success in the use of data as a tool for identification, information, intervention and impact in raising progress and attainment for students of all abilities.	E	A/I/T
Excellent understanding of how to use systems and structures to provide information that can inform strategies to raise standards across year groups and key stages.	E	A/I/T
An up-to-date knowledge of the personal development framework in schools and the changing national picture.	E	A/I
The ability to apply rigour to the processes around all pastoral systems in school, and the ability to quality assure the consistency of these systems.	E	A/I/T
A clear understanding of the national accountability measures for secondary schools, specifically relating to safeguarding, attendance, and behaviour.	E	A/I/T
Demonstrable commitment to, and experience of, delivering high quality outcomes for students through organisational collaboration.	E	A/I
A recognisable desire to further develop and foster strong, mutually beneficial communications and relationships across and within the Trust.	E	I
Evidence of strategic planning and budget management which has brought about organisational change.	D	A/I
Experience of building and leading effective teams.	E	A/I
Strong analytical and problem solving skills.	E	A/I
Excellent classroom practitioner.	E	A/I
Ability to be creative and act on own initiative; thinking outside the box and seeking advice from others when needed.	E	A/I
Demonstrate a commitment to ensuring all adults understand the importance of safeguarding and the welfare of children and young people.	E	I
Ability to form and maintain appropriate relationships and personal boundaries.	E	I
Emotional resilience for working with challenging situations.	E	I
Appropriate use of authority and discipline.	E	I
Satisfactory enhanced DBS disclosure and safer recruitment clearances.	E	I

*if not attained, development may be provided for successful candidate