

PERSON SPECIFICATION

Deputy Headteacher (School Improvement and Growth)

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 (E.g. NPQSL, NPQH)	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 passion for school improvement and collaboration initiatives to support teacher development and improve student outcomes.	E	A/I

A strong belief in the ability of every student to achieve their potential and a corresponding commitment to inclusion and pastoral care.	E	A/I
Knowledge of effective systems to support teacher development which impact on student outcomes.	E	A/I/T
Knowledge of how both curriculum and pastoral systems interconnect to support student outcomes.	D	A/I
Demonstrable success in the use of data as a tool to inform teaching and learning.	E	A/I/T
The ability to link whole school strategy with operational initiatives resulting in the smooth running of highly effective whole school systems.	E	A/I/T
Excellent understanding of how to use systems and structures to monitor student progress and raise standards across year groups and key stages.	E	A/I/T
A genuine interest and up-to-date knowledge of the changing national education picture.	E	A/I
The ability to apply rigour and consistency through quality assurance in all areas of school improvement.	E	A/I/T
A clear understanding of the national accountability measures for secondary schools and how schools may need to transform to meet these measures.	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
A strong commitment to all aspects 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