

 **St Bernadette’s Catholic Primary School,**

 **Hob Moor Road, Yardley, Birmingham B25 8QL,**

 **TEL: 0121 783 7232**

 **Email: m.smallwood@stberns.bham.sch.uk**

 **Headteacher: Miss Angela Cowings**

**Deputy Head Teacher**

**Person Specification**

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| **Essential**  | **Desirable**  |
| **Faith Commitment** * Practising and committed Catholic.
* Experience in leading acts of worship in a Catholic School.
* A secure understanding of the distinctive nature of the Catholic School and Catholic Education.
 | * Involvement in Parish community
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| **Experience** * Substantial teaching experience across the primary range (minimum of 7 years).
* Recent leadership and management responsibilities
* Involvement in curriculum development within a school.
* Responsibility for developing, monitoring and evaluating an aspect of school provision.
* Managing people and resources
* Working successfully in partnership with the parish, parents and the wider community.
* Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils.
* Experience of monitoring and evaluating curriculum delivery.
* Experience of leading professional development opportunities.
 | * Experience of teaching in more than one school.
* Experience in contributing to key documentation in school such as SIP and SEF.
* Experience of undertaking effective performance management.
* Experience of working with other schools/organisations.
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| **Strategic Leadership** * Ability to articulate and share a vision of primary education within the context of the mission of a Catholic School.
 | * An understanding of financial and resource management.
* Experience of managing underperformance
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| **Teaching and Learning** * Clear understanding of what good quality Teaching and Learning looks like and strategies to develop this.
* Secure understanding of the requirements of the National Curriculum and the Early Years Curriculum.
* Experience of effective monitoring and evaluation of teaching and learning.
* A secure understanding of the requirements of the Curriculum Directory for Religious Education.
* A secure knowledge of the statutory requirements relating to the curriculum and assessment.
 | * Experience in identifying and supporting vulnerable groups effectively.
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| **Knowledge** * Current education issues and developments.
* National Curriculum, national strategies and assessments.
* Strategies for improving the quality of teaching and learning.
* Strategies for School Improvement and raising standards of achievement.
* Understanding of appropriate strategies for managing pupils’ behaviour.
 | * Ofsted framework, procedure and process
* CSI framework procedure and process
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| **Skills and Abilities*** A highly motivated, energetic and enthusiastic leader who is approachable and promotes positive relationships.
* Empathy with children.
* High quality teaching skills.
* Strong commitment to the mission of a Catholic School.
* Ability to prioritise workload and work to deadlines
* Ability to communicate orally and in writing to a wide range of audiences.
 | * Ability to delegate
* Experience of working with other stakeholders
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| **Faith Commitment** * Practising and committed Catholic.
* Experience in leading acts of worship in a Catholic School.
* A secure understanding of the distinctive nature of the Catholic School and Catholic Education.
 | * Involvement in Parish community
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| **Professional Conduct** * Be an effective role model who demonstrates consistently the true attitudes, values and behaviour which is expected of pupils and staff
* Make a positive contribution to the Catholic Life of the School
* Treat pupils with dignity and respect at all times
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| **Safeguarding*** Commitment to the protection and safeguarding of children
* Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community
* Ability to manage effective pupil discipline and have commitment to a high level of pastoral care
* Ability to cope with the pressures of a demanding management position
 | * DSP qualifications
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| **Other** * Commitment to providing an effective learning environment appropriate to the needs and abilities of all pupils
* Commitment to the development and maintenance of positive partnerships between the School, Parish, Parents and communities
* Recent participation in professional development activities and willingness to undertake other training
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|  **References** * Positive and supportive faith reference

 from priest where applicant regularly worships.* Positive recommendation in

 professional references.* Satisfactory health and attendance

 record. | * Faith reference without

 reservation.* Professional reference without

 reservation. |