

**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 |
| **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. |
| **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 |
| **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. |
| **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 |
| **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 |
| **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 |
| **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 |  |
| **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 |
| **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 |  |
| **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. |