

ALL SAINTS' CHURCH OF ENGLAND PRIMARY SCHOOL

Dogsthorpe Road, Peterborough PE1 3PW Telephone: 01733 563688

Headteacher: Mr N Brompton

Deputy Headteacher: Mr D Roberts

Email: reception@allsaints.peterborough.sch.uk

Website: www.allsaints.peterborough.sch.uk

Loving to learn, learning to love



Person Specification

Post Title: Deputy Headteacher

Area	Essential	Desirable	How evidenced (Application, certificates, references, interview, task)
Qualifications and Professional Status	Qualified Teacher Status (QTS)	NPQSL / NPQH / NPQLT or similar leadership NPQ	A, C
	Degree-level qualification	Postgraduate or leadership-related qualification	A, C
	Commitment to ongoing professional development		A, I
Teaching Experience	Minimum of 5 years successful teaching experience		A, R
	Teaching experience in more than one Key Stage	Teaching experience across EYFS, KS1 and KS2	A, I
	Evidence of being an excellent classroom practitioner		I, R
	Ability to model high-quality teaching and learning		I, R
Leadership and Management Experience	Experience as part of a senior or extended leadership team	Whole-school strategic leadership	A, I
	Experience of curriculum leadership		A, I
	Experience leading, managing and developing staff		A, R, T

	<p>Experience monitoring and improving teaching and learning</p> <p>Leading whole-school change initiatives</p> <p>Ability to analyse data to secure improvement</p>	<p>Inspection or external accountability experience at a senior level</p>	<p>I, T</p> <p>I</p> <p>I</p>
Strategic and Organisational Skills	<p>Ability to proactively identify school improvement priorities</p> <p>Understanding of school self-evaluation</p> <p>Ability to prioritise, implement and evaluate actions</p>	<p>Understanding of Diocesan and Church school frameworks</p>	<p>I, T</p> <p>I</p> <p>A, I</p>
Personal Qualities and Leadership Style	<p>Visible, approachable and present leader around school</p> <p>Ability to build and sustain positive relationships</p> <p>Calm, reflective and solution-focused under pressure</p> <p>High integrity, resilience and emotional intelligence</p>	<p>Coaching or mentoring leaders</p>	<p>I, R</p> <p>I, T</p> <p>I, R, T</p> <p>I, T</p>
Communication and Interpersonal Skills	<p>Excellent communication skills</p> <p>Ability to motivate, inspire and influence others</p> <p>Ability to work collaboratively with wider community</p>	<p>Presenting to governors or external stakeholders</p> <p>Multi-agency working</p>	<p>A, I</p> <p>I, R, T</p> <p>I</p>
Ethos, Values and Safeguarding	<p>Strong commitment to safeguarding and pupil welfare</p> <p>Commitment to inclusion, equality and high aspirations</p> <p>Willingness to support Christian ethos of the school</p>	<p>DSL or Deputy DSL experience</p> <p>Experience in a Church of England school</p>	<p>A, I</p> <p>I, R</p> <p>A, I</p>

