



## Person Specification – Deputy Headteacher

Bellerive FCJ Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to all the relevant pre-employment checks set out in Keeping Children Safe in Education.

	Essential	Desirable	Method of assessment
	<i>These are qualities without which the Applicant could not be appointed</i>	<i>These are extra qualities which can be used to choose between applicants who meet all of the essential criteria</i>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A degree</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development in preparation for a leadership role</li> </ul>	Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school</li> <li>• Teaching experience over a number of years</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Line management experience</li> <li>• Experience of contributing to staff development</li> </ul>		Letter of application Application form References Interview

<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• Understanding of appropriate processes and procedures around pupil welfare and safeguarding</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of school finances and financial management</li> </ul>	<p>References Interview Application form/letter</p>
<p><b>Personal competencies and qualities</b></p>	<ul style="list-style-type: none"> <li>• Subject to the requirements of the Bishops' Conference, the person appointed is expected to be a practising Catholic</li> <li>• Promoting the ethos and values of the school</li> <li>• Commitment, enthusiasm and integrity</li> <li>• The ability to work as part of a team</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Ability to prioritise time effectively and plan ahead</li> <li>• Flexibility and the willingness to learn</li> <li>• A willingness to be involved in the wider life of the school</li> <li>• To be fully sympathetic with the aims of a Catholic school. Bellerive FCJ provides a holistic education, which is firmly rooted in the teachings of the Catholic Church and the values and vision of an FCJ education</li> </ul>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils</li> </ul>	<p>Application form/letter Interview References</p>