

CATHEDRAL SCHOOLS TRUST

Deputy Headteacher

Bristol Cathedral Choir School

Person Specification

The following criteria will all be assessed through evaluation of the candidate's initial application form and during the interview process. Attributes and suitability for the role will also be verified by independent references.

Criteria	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Good Degree • QTS • Proven track record of strong teaching • Experience of senior leadership • Evidence of high impact 	<ul style="list-style-type: none"> • Further professional qualifications eg MA, PhD • NPQSL/H • Other professional qualifications • Senior leadership in more than one school
Leadership and management	<ul style="list-style-type: none"> • Fully embrace the mission and values of the school • Have a clear vision for your area of responsibility and an understanding of the role within the senior leadership team • Maintain the highest expectations of all students and all staff • The ability to strategically plan and implement improvement such that we achieve our mission of being a world-class school • Ability to lead on research informed practice across the school • Ability to quality assure implementation and impact of a department or 	<ul style="list-style-type: none"> • Aiming for Headship • Evidence of impact across a number of schools ie within a MAT • High impact of improving outcomes for vulnerable groups (eg SEND, PP)

	<p>area and strategically address areas of concern or development</p> <ul style="list-style-type: none"> • Communicate effectively with all stakeholders • Experience of delivering high quality whole school CPD 	
Personal Qualities	<ul style="list-style-type: none"> • A dynamic leader and a teamplayer • Values based and outcomes driven • A genuine care and respect of students and colleagues • Integrity • Sense of humour • Ability to work well under pressure • 'Can do attitude' willing to engage in the whole of the school's life. 	
Safeguarding Children	<ul style="list-style-type: none"> • Ability to ensure and deliver effective safeguarding • Commitment to safeguarding and promoting the welfare of children and young people 	