

Heybrook Primary and Nursery School



Heybrook Primary School
Park Road, Rochdale, OL12 9BJ
01706 647201
Headteacher Mrs Toni Moore

Heybrook Nursery School
South Street, Rochdale
OL16 2EP
01706 645435

Deputy Headteacher Person Specification

Source Key: A = Application Form I = Interview R = References

Note: **Candidates failing to meet any of the essential criteria will automatically be excluded**

Criteria	Qualities	Essential	Desirable	Source
Qualifications and training	<ul style="list-style-type: none"> Qualified teacher status Degree Recent leadership and management professional development Has recently successfully undertaken Designated Safeguarding Lead Training 	E E E E		A A A A
Experience	<ul style="list-style-type: none"> Have recent and substantial deputy head experience Have recent and substantial experience leading a team Have implemented and developed a whole school initiative Have had a proven track record of improving the quality of teaching and learning in a setting Have substantial experience teaching in a primary school Work positively with parents and carers 	E E E E E E	D	A/I/R A/I/R A/I/R A/I/R A/I/R A/I
Skills and Knowledge	<ul style="list-style-type: none"> To have a knowledge and understanding of all Key Stages in the primary phase To have secure understanding of assessment strategies, data analysis and the use of assessment to maximise achievement To have a secure understanding of effective inclusion strategies. 	E E	D	A/I A/I A/I

	<ul style="list-style-type: none"> To maintain high standards of pastoral care throughout the school, including positive behaviour management skills. 	E		A/I
Personal Qualities	<ul style="list-style-type: none"> To be able to demonstrate an understanding, awareness and empathy for the needs of the pupils at this school and how these could be met To have excellent written and oral communication skills Inspire trust in the school community To be ambitious, positive and committed to the school's ethos To be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others To have a commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school 	E E E E E E		I/R A/I I I I A/I/R