# Person Specification: Deputy Headteacher, Director of Lower Site

All areas will be assessed by application and at interview.

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| **Qualifications** | **Essential** | **Desirable** |
| Educated to degree level in the identified subject | ✓ |  |
| Qualified Teacher Status | ✓ |  |
| CCRS/CTC (or equivalent)  | ✓ |  |
| **Background and Experience** | **Essential** | **Desirable** |
| To have excellent written and oral communication skills (which will be assessed at all stages of the process). | ✓ |  |
| Passionate about teaching | ✓ |  |
| Understands that education has the ability to change lives | ✓ |  |
| Loves working with children | ✓ |  |
| Effective communicator | ✓ |  |
| Confidential | ✓ |  |
| Trustworthy and honest. | ✓ |  |
| Committed to improving the life chances of children. | ✓ |  |
| Enthusiastic. | ✓ |  |
| Able to generate enthusiasm and commitment from team members. | ✓ |  |
| Confident, positive and flexible. | ✓ |  |
| A calm disposition. | ✓ |  |
| **Experience and Knowledge of teaching**  | **Essential** | **Desirable** |
| Outstanding classroom practitioner with significant teaching experience. | ✓ |  |
| To have a knowledge and understanding of all key stages in the school. | ✓ |  |
| To be able to effectively use data, assessment and target setting to raise standards/address weaknesses. | ✓ |  |

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| **School leadership and management experience**  | **Essential** | **Desirable** |
| To have substantial and current experience as an outstanding middle leader | ✓ |  |
| To have had active and effective leadership of a team/key stage/curriculum area/department. | ✓ |  |
| To have taken an active involvement in school self-evaluation and development planning. | ✓ |  |
| To have implemented and successfully developed a whole school initiative. | ✓ |  |
| To have had responsibility for policy development and implementation. | ✓ |  |
| To have had experience of and ability to contribute to staff development (e.g. coaching, mentoring, INSET for staff). | ✓ |  |
| To have been involved in Appraisal of other staff members. | ✓ |  |



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| **Faith Commitment**  | **Essential** | **Desirable** |
| A practicing Catholic, in good standing with the church | ✓ |  |
| Secure understanding of the distinctive nature of the Catholic school and Catholic education. | ✓ |  |
| Understanding of the leadership role in spiritual development of pupils and staff. | ✓ |  |
| Involvement in extracurricular school and parish community. | ✓ |  |
| Experience in leading school worship.  | ✓ |  |
| A love of gospel and the Catholic Faith and identity of the school. | ✓ |  |
| **Professional Development**  | **Essential** | **Desirable** |
| Evidence of appropriate professional development for the role of Deputy Headteacher  | ✓ |  |
| Evidence of recent leadership and management professional development. | ✓ |  |
| Evidence of appropriate safeguarding training. | ✓ |  |