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| **Job title** | Deputy Headteacher |
| **Salary and grade:** | Leadership Scale L12-L16 |
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# Qualifications, Experience, Knowledge and Skills

1. Practising committed Catholic
2. First degree/teaching certificate and Qualified Teacher Status
3. Recent professional development relevant to senior leadership
4. Understand the nature and purpose of Catholic education and be committed to developing the Catholic ethos of the school
5. Hold a CCRS or equivalent, be engaged in a course of study to achieve it or be willing to undertake it
6. Ability to lead curriculum development
7. Successful and relevant experience of teaching, preferably in a Catholic maintained school
8. Understand the requirements of the RE curriculum directory
9. Proven successful leadership of a team and an excellent communicator
10. Ability to collect and analyse data in order to drive school improvement

# Key Area: Shaping the Future for education

1. Strategic planning processes
2. The use of new and emerging technologies to support learning and teaching
3. Leading change, creativity and innovation

# Key Area: Leading Learning and Teaching

1. Strategies for raising achievement and achieving excellence including challenging poor performance
2. Strategies for ensuring inclusion, diversity and access
3. Curriculum design and management
4. Strategies for developing staff and managing appraisal
5. The development of a personalised learning culture within the school

# Key Area: Developing self and working with others

1. Strategies to promote individual and team development
2. Developing the relationship between managing appraisal, CPD and sustained school improvement

# Key Area: Managing the Organisation

1. Personal, governance, security and access issues relating to the diverse use of school facilities
2. Legal issues relating to managing a school, including Equal Opportunities, Race Relations, Disability and Employment legislation

# Key Area: Strengthening Community

1. The wider curriculum beyond school and the opportunities it provides for pupils and the school community
2. To ensure that all safeguarding procedures are adhered to at all times
3. Strategies which encourage parents and carers to support their children’s learning
4. Current issues and future trends that impact on the school community
5. The rich and diverse resources within local communities, both human and physical
6. The work of other agencies and opportunities for collaboration
7. The strengths, capabilities and objectives of other schools