



ST ANTONY'S CATHOLIC PRIMARY SCHOOL

Headteacher: Ms. C. Pampellonne

Mornington Road, Woodford Green, Essex IG8 0TX

Tel: 020 8504 4706 www.stantonycatholicps.co.uk

St Antony's Catholic Primary School

Deputy Headteacher: Person Specification

Position: Deputy Headteacher January 2025

Reporting to: Headteacher

Scale: Outer London L9-L13

Method of candidate assessment: A=Application form, I=Interview, T=Test, R= Reference

Weighting: 3=most important, 1= least important

Selection criteria	Method	Weighting
Faith Commitment		
• Practising and committed Catholic in good standing with the Church	A/R	3
• Evidence of participation in parish or Catholic community life	A/R	3
• A secure understanding of the distinctive nature of the Catholic school	A/I	3
• Understanding of the school's role in the Catholic and wider community	A/I	3
• Ability to demonstrate care, compassion and reconciliation	A/R	3
• Ability to lead acts of worship in the Catholic school	I	3
Professional qualifications and experience		
• Degree and Qualified Teacher Status	A	3
• Catholic Certificate in Religious Studies (CCRS)	A	3
• Willingness to undertake CCRS within 2 years of appointment	A/I	3
• At least 5 years of successful teaching experience at senior level across the primary age range	A	3
• Experience of working in at least 2 key stages (FS/KS1/KS2)	A	2
• Experience of teaching in more than one school	A/R	3
• Evidence of professional development relevant to the post	A	2
• Evidence of recent training in whole school leadership and management	A/R/I	3

<ul style="list-style-type: none"> • Significant and successful subject/area leadership resulting in school improvement • Evidence of outstanding teaching ability • Demonstrable experience of successful line management and staff development 	<p>I/R</p> <p>A/R</p> <p>A/I/R</p>	<p>3</p> <p>3</p> <p>3</p>
<p>Skills and Knowledge</p> <ul style="list-style-type: none"> • Good knowledge of the EYFS and primary curriculum • An excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress • A track record of implementing successful strategies to raise achievement • Excellent computing skills • An understanding of the role of parents and community in school improvement and how this can be promoted • A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level • Experience of interpreting and using assessment data to raise achievement • Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing 	<p>I/A</p> <p>A/I</p> <p>A/I</p> <p>A</p> <p>I</p> <p>I</p> <p>I</p> <p>A/I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>
<p>Leadership and Management</p> <ul style="list-style-type: none"> • Experience of delegating, supporting and monitoring the work of others • Experience of managing substantial change across a subject area or whole school • Successful experience of observing and evaluating teaching, providing effective feedback and implementing support • Ability to work effectively in partnership with the Headteacher • Experience of leading the professional development of staff within the context of school improvement • Success at promoting inclusive practice across a school that leads to high expectations for all learners • Experience of acting as an outstanding model of teaching for others • Understanding of school finances and financial management 	<p>A/I/R</p> <p>A/I/R</p> <p>A/T/R</p> <p>I/R</p> <p>A/R</p> <p>I/R</p> <p>A/R</p> <p>A/I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>1</p>
<p>Promoting the welfare of children</p> <ul style="list-style-type: none"> • A good understanding of up to date policy and practice with regard to safeguarding • A good understanding of wellbeing and child mental health issues 	<p>A/I/R</p> <p>A/I</p>	<p>3</p> <p>2</p>

Personal Qualities <ul style="list-style-type: none"> • Ability to lead and motivate others demonstrating good interpersonal skills • Ability to work collaboratively • Ability to communicate clearly and work effectively with all stakeholders • Ability to work on own initiative, make decisions and solve problems • Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines • Highly effective presentation and training delivery skills • Ability to communicate a vision and inspire others 	I	3
	A/I	3
	A/I	3
	A	3
	A/T	3
	I A/I/R	3 3
Other <ul style="list-style-type: none"> • Understand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community. • Evidence of a strong commitment to Catholic education 	A/I/R	3
	A/I/R	3

References

- Positive and supportive reference from the Priest where the applicant regularly worships; in good standing with the Church; reference without reservation.
- Positive recommendations in professional references, without reservation