**Person Specification**

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| **Deputy Headteacher St Bernadette’s Catholic Primary School** | Essential/  Desirable | How identified  (A/I/S/R)\* |
| Baptised and practising Catholic in full communion with the Catholic Church | E | A/R |
| **Qualifications** |  |  |
| Qualified Teacher Status | E | A |
| Degree | E | A |
| Catholic teaching qualification | D | A |
| **Professional Development** |  |  |
| Evidence of leadership training and professional development including that relevant to the leadership of Catholic school | E | A/I/R |
| **Experience** |  |  |
| Outstanding classroom practitioner who can lead by example | E | I |
| Evidence of leading whole school acts of collective worship | E | I |
| Evidence of successful leadership and management, e.g. of a subject, or phase, or school improvement priority | E | A/R/S |
| Evidence of successful management and administration of a school process or system requiring organisational skills and effective communication | E | A/R/S |
| **Professional Knowledge, Skills and Behaviour** |  |  |
| A good knowledge and understanding of the distinctive nature of Catholic education | E | A/I |
| A good knowledge and understanding of how to improve the quality of teaching and learning for all children especially the most vulnerable | E | A/I |
| Experience of leading a subject across more than one Key Stage | E | A/R |
| Ability to monitor and evaluate teaching and learning and implement strategies for improvement and development | E | A/I/R |
| Ability to manage pupil behaviour effectively and well, making appropriate provision for children’s needs so that all can learn and make progress | E | A/I/R |
| Ability to lead by example and provide a clear direction for a wide range of stakeholders | E | A/I/R |
| Ability to work as part of a team, lead a team and motivate others | E | A/I/R |
| Ability to solve everyday problems by using initiative and flexibility | E | A/I/R |
| Ability to investigate, resolve problems and make decisions | E | A/I/R |
| Excellent organisation and time management skills | E | A/I/R |
| Ability to manage challenging situations and/or difficult conversations | E | A/I/R |
| Good written communication skills | E | A/I |
| Ability to speak publicly including leading staff teams, parents and children | E | I/R |
| Confident in the use of ICT | E | A/R |
| Committed to safeguarding and protecting the welfare of children and young people | E | A/I |
| **Values** |  |  |
| Set high standards and be an inspirational role model whilst prioritising the Catholic ethos of the school | E | A/I |
| Demonstrate an understanding and empathy for the needs of pupils and their families and how these could be met | E | I |
| Commitment to a high level of pastoral care of all stakeholders | E | A/I/R |
| Energy and enthusiasm | E | I/R |
| Flexibility | E | A/I/R |
| Resilience | E | A/I/R |
| A positive outlook and “can do” approach | E | A/I/R |
| Commitment to continuing personal professional development | E | A/I/R |
| Able to be reflective and self-evaluating, proactively seek advice as required | E | A/I/R |

**\* A = Application I = Interview S = Selection Process R = Reference**