



PERSON SPECIFICATION

CRITERIA FOR DEPUTY HEADTEACHER ST ELPHIN'S CE VA PRIMARY SCHOOL

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

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

[A] Faith Commitment

	Essential	Desirable	Source
Able to demonstrate a commitment to promote the Christian values and ethos of St Elphin's CE Primary school, recognising its Church of England distinctiveness.	E		R
Is a full and active member of a Church in membership of Churches Together in England		D	A,I,R

To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.

	Essential	Desirable	Source
Leading school worship	E		A I
Ways of developing religious education and worship	E		A I
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school.	E		A I
How relationships should be fostered and developed between the school, local Church and its community and Diocese of Liverpool		D	A I

[B] Qualifications

	Essential	Desirable	Source
Qualified teacher status	E		A
Degree	E		A
Additional relevant qualifications e.g. Christian Leadership (or a commitment to undertake)		D	A,I

[C] Professional Development

	Essential	Desirable	Source
Evidence of appropriate professional development for the role of deputy headteacher	E		A
Evidence of recent leadership and management professional development	E		A
Has successfully undertaken appropriate Child Protection training/ Designated Senior Person training		D	A

[D] School leadership and management experience

	Essential	Desirable	Source
Substantial and current experience as a senior leader in a primary school	E		A I R
Active and effective leadership of a team / key stage/ curriculum area/ department	E		A I R
Be able to demonstrate transferable skills and successful/effective leadership in a school in a similar community / facing similar challenges		D	A I R
To have taken an active involvement in school self-evaluation and development planning	E		A I R
To have implemented and developed a whole school initiative	E		A I R
To have had responsibility for policy development and implementation	E		A I R
To have had experience of and ability to contribute to staff development across the primary range. (E.g. coaching, mentoring, INSET for staff).	E		A I R

[E] Experience and knowledge of teaching

	Essential	Desirable	Source
Experience of teaching in more than one school		D	A I
Experience of teaching in a school in similar circumstances/ serving a similar community.		D	A I
Significant teaching experience within the primary phase	E		A I
To have a knowledge and understanding of all 3 Key Stages in the primary phase		D	A I
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	E		A I R
To be able to exemplify how the needs of all pupils have been met through high quality teaching.	E		A I R

[F] Professional Attributes

	Essential	Desirable	Source
Demonstrate an understanding, awareness and empathy for the needs of pupils' mental health and personal development.	E		A I R
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E		A I R
Excellent written and oral communication skills (which will be assessed at all stages of the process).	E		A I
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	E		A R
Show a good commitment to sustained attendance at work	E		R
To be able to demonstrate a strong working knowledge, skills and detailed understanding of SEND		D	A I R

[G] Professional Skills

Candidates will be expected to have the professional skills as identified against the National Headteacher standards 2020.

[H] Personal Qualities

	Essential	Desirable	Source
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	E		A I R
Demonstrate personal and professional integrity, including modelling values and vision	E		A I R
Prioritise, plan and organise themselves and others	E		A I R
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E		A I R
Demonstrate impact and presence	E		A I R
Be approachable, person centred.	E		A I R
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	E		A I R
Build and maintain quality relationships through interpersonal skills and effective communication	E		A I R

[I] Confidential References.

Positive and supportive faith reference from the priest/minister where the applicant regularly worships.	D
Positive recommendation from all referees, including current employer	E

[J] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. We expect that supporting statements should be no longer than 2 sides in Arial font 11.