



St Francis' Catholic Primary School: Person Specification

Criteria		Essential	Desirable	Evidence
Deputy Headteacher				
Faith Commitment/Catholicity				
1	A committed practising Catholic.	✓		R
2	A secure understanding of the distinctive nature of a Catholic school.	✓		A/I
3	A personal vision for a Catholic school and the ability to share and enact that vision with all those who make up the school and the wider community.	✓		A/I
4	The ability to strengthen faith commitment and worship in the school community and lead, by example, the faith journey in Christ.	✓		A/R/I
Qualifications				
5	Degree level qualification or equivalent and Qualified Teacher Status.	✓		A
6	Evidence of recent and relevant continuing professional development on curriculum and learning and teaching.	✓		A/I
7	Evidence of recent and relevant continuing professional development on school leadership,		✓	A/I
8	Catholic Certificate in Religious studies.		✓	A
9	Safeguarding training.	✓		A
Experience				
10	Substantial, successful teaching experience in the primary phase.	✓		A/R/I
11	Successful experience in a senior/middle leadership role in the primary phase.	✓		A/R/I
12	Evidence of successful leadership of teaching, monitoring and observation, to improve pupil outcomes and ensure high quality provision.		✓	A/I
13	Experience of curriculum development across the primary phase.		✓	A/I
14	Experience of building, motivating and leading staff teams, respecting contributions and feedback in order to secure the best possible outcomes for pupils.		✓	A/I
15	Experience of identifying emerging talent and motivating staff to continually improve their own practice		✓	A/I
16	Understanding of effective budget planning and resource deployment.		✓	A/I
17	Experience of working with governors to enable them to fulfil whole school responsibilities.		✓	A/I

Knowledge and Skills			
18	Outstanding classroom practitioner with a deep understanding of learning and teaching.	✓	A/R/I
19	Understanding of and ability to discuss local and national trends in education and school systems.		✓ A/I
20	Ability to foster and maintain successful working relationships with all stakeholders, involving them in the school's development and in transforming vision into practice.	✓	A/I
21	Commitment to managing the wellbeing of all and an ability to identify ways to reduce unnecessary workload for staff.	✓	A/I
22	Ability to assess, interpret, analyse and use a wide range of data and information effectively, to drive school improvement and raise standards.	✓	A/I
23	Understand issues relating to managing a school for example: safeguarding, inclusion and equality policies and their implementation, an awareness of child protection procedures, equal opportunities, race relations, disability, human rights, employment legislation health and safety legislation.		✓ A/I
24	Understanding of how to effectively support vulnerable children and pupils with special education needs.	✓	A/I
25	Competency in ICT and proficient in the use of Microsoft Office applications or equivalent.	✓	A/I
Personal Qualities			
26	Enthusiasm and a love of teaching and learning.	✓	A/I
27	Excellent communication, listening and negotiating skills for a range of purposes and audiences.	✓	A/I
28	Emotional resilience, stamina and flexibility when dealing with challenging issues and circumstances.	✓	A/I
29	High expectations of self and others.	✓	A/I
30	A commitment to inclusive education for all.	✓	A/I
31	Confidence to step in and deputise for the Headteacher in the day to day management of the school as required.	✓	A/I
Safeguarding Children: Safer Recruitment and Selection			
32	In addition to candidates' ability to perform the duties of the post, the recruitment process will also explore issues relating to safeguarding and promoting the welfare of children and confidentiality including: <ul style="list-style-type: none"> • Motivation to work with children and young people; • Ability to form and maintain appropriate relationships and personal boundaries with children and young people; • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline. 	✓	A/I

Evidence: A – Application R – Reference I - Interview

In God's love and inspired by our faith, we respect, reflect, achieve and grow together.