



**St. John's C of E Primary School
Deputy Head Teacher Person Specification**

JOB TITLE: Deputy Head Teacher

Responsible to: Head Teacher, The Governing Body

Supervises: Any members of staff the Head Teacher delegates line management responsibility for.
All staff within the school in the Head Teacher's absence.
The development of all staff within the school.

Qualifications

Essential

1. A degree or equivalent;
2. Qualified teacher status;
3. Evidence of involvement in Continuous Professional Development as a participant and as a provider; Prepared to undertake further training and Qualifications e.g. NPQH

Experience Relevant to the Post

Essential

1. Able to demonstrate successful primary teaching experience with a track record of good and outstanding teaching.
2. Proven successful experience of improving the quality of teaching and learning through monitoring and support.
3. Experience of Assessment and Record Keeping at whole school level to raise standards and deploy resources to accelerate progress
4. Experience of using technology effectively to enhance teaching and learning
5. Successful experience of strategic responsibilities in school leadership
6. Performance management of staff
7. Experience of working successfully in partnership with parents and the wider community.

Desirable

1. Previous experience of working in a church school
2. Experience of staff recruitment
3. Experience of mentoring or coaching colleagues
4. Evidence of the ability to work closely with the governing body
5. Experience of teaching more than one key Stage

Professional Knowledge and Understanding

Essential

1. Up-to-date knowledge of the primary curriculum and current initiatives in education including the Ofsted Inspection Framework
2. Knowledge and understanding of statutory requirements including equal opportunities, health and safety, SEND and safeguarding
3. Good understanding of effective strategies for gaining and maintaining high standards of behaviour.

Desirable

1. Understanding of effective budget planning and resource deployment
2. Understanding of how financial and resource management enable a school to achieve its educational priorities
3. Understanding of SIAMs

Skills and attributes

Essential	<ol style="list-style-type: none">1. Ability to listen to, reflect and act on feedback from stakeholders as appropriate.2. Ability to communicate effectively and concisely (orally and in writing).3. Able to prioritise appropriately and to meet deadlines.4. Commitment to the wider curriculum beyond school and support opportunities for our pupils, our Christian community and church and our local community.
Desirable	Understanding of the dispositions associated with Building Learning Power

Personal Qualities

Essential	<ol style="list-style-type: none">1. Committed to leading and nurturing the strong and inclusive Christian identity of the school2. Passionate about learning and high expectations of everyone3. Ability to lead and work as part of a team, inspire others and manage change4. Approachable, caring and empathetic with children5. A willingness to take on appropriate delegated tasks relevant to the post
Desirable	Ability to remain positive and enthusiastic when working under pressure Committed Christian

All offers of appointment are subject to:

- **Satisfactory references.** One of which should be your line manager in your present or most recent employment. If you are at school, college, or are a University leaver this should be your Headteacher or Tutor.
- **Evidence of qualifications** detailed on your application form.
- **Enhanced Disclosure and Barring System Check**
- **Satisfactory medical clearance.** All successful candidates complete a medical questionnaire and may be required to pass a medical examination.
- **Confirmation of correct National Insurance number** through checks with the relevant government agencies.
- **Eligibility to work in the UK** by providing a relevant document as specified by the Asylum & Immigration Act 1996

We regret that the school is unable to meet any claims for travel expenses to interview.