

# St. John's Church of England Primary School and Nursery

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Headteacher Mr. R. Averis B.Sc. P.G.C.E. N.P.Q.H.



## St John's Church of England Voluntary Primary School and Nursery (Belper)

### APPOINTMENT OF DEPUTY HEADTEACHER

#### Person Specification

**Post Title:** Deputy Headteacher

**Responsible to:** Headteacher/The Governing Board of St John's Church of England Voluntary Primary School and Nursery (Belper)

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and training	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Degree</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of appropriate leadership and management training, accreditation, or qualifications, which may include NPQ, are considered desirable</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Successful leadership and management experience in a school</li> <li>A proven track record of successful leadership</li> <li>Recent and relevant experience in Leadership</li> <li>Involvement in school self-evaluation and development planning</li> <li>Demonstrable experience of successful line management and staff development</li> <li>Successful experience of raising achievement and progress</li> <li>Working with and engaging in the involvement of external partners and the local community</li> <li>Successful teaching of pupils in the primary/Early Years/KS1/KS2 phase</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with governors and attending governors' meetings</li> <li>Experience of assessment management and analysis</li> <li>Teaching experience across the primary phases</li> <li>Experience of leadership as a Deputy, Assistant Headteacher or TLR</li> </ul>
Skills, knowledge and understanding of current issues and best practice including:	<ul style="list-style-type: none"> <li>Safeguarding children and young people</li> <li>What constitutes an exceptional school</li> <li>The process of strategic planning and school self-evaluation</li> <li>Ways to communicate and translate a shared vision into practice</li> <li>supporting the management/leadership of change</li> <li>Comparative data and performance indicators to establish benchmarks and set targets for improvements</li> </ul>	<ul style="list-style-type: none"> <li>To make an additional contribution to extracurricular activities</li> <li>Experience of assessment procedures</li> <li>Engage with other professionals</li> <li>Application of new technologies to teaching, learning and management</li> </ul>



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	<ul style="list-style-type: none"> <li>• Comprehensive knowledge of the National Curriculum</li> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> <li>• Ensure learning experiences for pupils are linked into and integrated with the wider community</li> <li>• National policy framework and current educational legislation and initiative</li> <li>• Principles of effective teaching and assessment for learning</li> </ul>	
<p>Personal qualities</p>	<ul style="list-style-type: none"> <li>• A commitment to supporting and promoting the strong Christian ethos of the school</li> <li>• Commitment to the welfare and safeguarding of young people</li> <li>• Strong personal motivation and drive</li> <li>• An ability and commitment to develop and maintain the ethos of the school in partnership with the Headteacher and the leadership team</li> <li>• A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community</li> <li>• The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision</li> <li>• Commitment to ensuring inclusion, addressing diversity and access</li> <li>• High order analytical and problem-solving skills and the ability to make informed judgements</li> <li>• Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, and the wider school community</li> <li>• The ability to project the school in a positive way and establish the school at the heart of the community</li> <li>• The ability to engage parents and carers in supporting children's learning</li> <li>• Bring a sense of humour and perspective to leadership, helping to create an environment where staff and pupils feel valued, energised and able to thrive.</li> </ul>	

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|  | <ul style="list-style-type: none"><li>• Co-operate and work with relevant agencies to protect children.</li><li>• Collaborate with others in providing for the academic, spiritual, moral, social, emotional, and cultural well-being of pupils and their families.</li><li>• Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.</li></ul> |  |
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