



Deputy Headteacher

Person Specification

Qualifications and training	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified teacher status (QTS). • A degree-level qualification or equivalent. • Further relevant professional and/or academic study and evidence of CPD. 	<ul style="list-style-type: none"> • Knowledge of current issues in Education. • A relevant leadership qualification. • Catholic Certificate in Religious Studies (CCRS)
Skills and experience	
Essential	Desirable
<ul style="list-style-type: none"> • Successful leadership and management experience in a school. • Experience of working throughout the primary age range. • Experience of analysing data and using it to inform future practice. • Experience of line managing other members of staff. • Experience of leading whole-school initiatives. 	<ul style="list-style-type: none"> • Evidence of demonstrating strategic leadership. • Experience of raising standards that have impacted positively on pupils and teaching and learning. • Experience of making effective use of funding and other resources.
Knowledge	
Essential	
<ul style="list-style-type: none"> • An understanding of how to empower pupils and staff to excel. • A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work. • Strong financial planning and management skills. • A clear understanding of and commitment to promoting safeguarding for pupils. • Excellent communication skills and proven ability to listen to, understand and work effectively with the school community. • Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities. 	





Personal traits

The successful candidate will be

- Able to demonstrate optimistic personal behaviour.
- Able to build positive relationships rooted in mutual respect.
- Committed to valuing, supporting and encouraging the professional development of all staff.
- Able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement.
- Committed to building and maintaining effective and positive relationships with parents, governors and the wider school community.
- Able to inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.
- Able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.
- Able to show tolerance and respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values.
- Able to ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead to pupils breaking the law.

Additional requirements

The successful candidate will have

- An enhanced DBS certificate with barred list check
- Evidence of previous leadership experience in a school.
- At least two valid professional references and a faith reference.

We are a Catholic MAT and require candidates to support our Mission and values with 'Christ at the Centre'. It is a requirement that the post of Deputy Headteacher is held by a practising Catholic.

