

# St Osmund's Catholic Primary School

Exeter Street

Salisbury

Wiltshire SP1 2SG

Telephone: 01722 322632



head@st-osmunds.co.uk

Headteacher: Mr R Sanderson

## Person Specification: Deputy Headteacher

Attribute	Essential	Desirable
<b>Qualifications</b>	Qualified Teacher Status  Commitment to ongoing professional development	Relevant post-graduate qualification such as NPQML, NPQSL or NPQH
<b>Faith Commitment</b>	A baptised, practising Catholic  An eagerness to support and engage in the Catholic ethos of the school.  The ability to lead prayer & liturgy in the school, and to engage in CPD where needed	Experience leading prayer & liturgy in a primary school
<b>Experience</b>	Recent experience of working successfully as a middle or senior leader in a school, leading one or more curriculum areas  Evidence of successful curriculum innovation (curriculum progressions and curriculum pedagogy)  Evidence of whole school responsibilities and experience of turning curriculum policy into effective and successful practice  Evidence of leadership and/or management responsibility in school, e.g. staff meetings, prayer & liturgy, and INSET  Experience of successful leadership of others in the provision for pupils of all characteristics, including SEND, DL's (leading teachers, support staff etc.)	Knowledge and understanding of all key stages in the primary range  Experience of teaching in more than one Key Stage  Experience of successful teaching in Year 6  Understanding of successful teaching and learning in RE across the Key Stages  Experience of working collaboratively with other colleagues, parents and governors  Experience of line management and appraisal of staff

<b>Strategic Leadership</b>	<p>Support, motivate and inspire others by leading through example</p> <p>Work collaboratively and effectively with others to ensure the school's ethos is manifest in all aspects of school life</p> <p>Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate)</p> <p>Contribute effectively to the work of the headteacher and leaders</p>	
<b>Skills and Abilities</b>	<p>An exemplary classroom practitioner</p> <p>Strong organisational and interpersonal skills</p> <p>An open, fair and consistent communication style</p> <p>Effective verbal and written administrative skills to all audiences</p> <p>Ability to lead and motivate others by leading and developing a culture of high challenge, low threat</p> <p>Be creative, flexible and highly motivated; able to see the bigger pictures</p> <p>Ability to generate and formulate ideas and strategies for improvement in collaboration with other team members</p>	<p>Experience of presenting effectively to parents and governors</p> <p>Ability to promote new initiatives and positive relationships throughout the school community</p> <p>Ability to act effectively in the absence of the Headteacher</p> <p>Ability to present succinctly a clearly thought out and professionally sound philosophy and practice of education</p> <p>Ability to lead on school attendance</p> <p>Experience successfully leading RE in a Catholic school</p>
<b>Knowledge</b>	<p>A secure understanding of the National Curriculum and excellent subject knowledge</p> <p>Professional knowledge of what constitutes a progressive, high quality curriculum</p> <p>Up to date knowledge of statutory regulations and guidance relating to the post</p> <p>Professional understanding of safeguarding within a school setting</p> <p>Understanding of the OFSTED framework</p> <p>Understanding of the central place of Religious Education as a core subject in the school's curriculum</p>	<p>An understanding of current educational issues, national policies and priorities</p> <p>Understanding of how to promote PSHE across the school</p> <p>Understanding of school HR matters</p> <p>Knowledge of the role of the DSL</p>

<b>Personal Attributes</b>	<p>High level of commitment and enthusiasm with a willingness to become fully involved on the life of the school</p> <p>Self-motivated and creative</p> <p>Genuine love of seeing every child achieve</p> <p>Genuine love of developing expertise in staff and helping them become the best educators possible</p> <p>Enthusiasm to develop your expertise further in development of your leadership skills</p> <p>Ambitious and eager to develop</p> <p>Commitment to being a presence at School and Parish events and celebrations</p>	<p>A commitment to extra-curricular activities</p> <p>Ability to continue the development and maintenance of positive partnerships between the school, parents, parish and the community</p>
----------------------------	--	--