



St Peter's CE Primary School

Deputy Headteacher Person Specification

The applicant will be required to safeguard and promote the welfare of children.

[A] Qualifications, Experience and Professional Development
 (E = Essential D = Desirable A = Application I = Interview R = Reference)

Qualifications

Qualification requirements	Essential	Desirable
Qualified teacher status	E	
Degree	E	

Professional Development

	Essential	Desirable
Evidence of continuing professional development.	E	
Has successfully undertaken appropriate Child Protection training/ Designated Senior Person training	E	

School Leadership and Management Experience

	Essential	Desirable
Current experience as a senior leader in a primary school	E	
Active and effective leadership of a team / key stage/ and or curriculum area.	E	
To have taken an active involvement in school self-evaluation and development planning	E	
To have implemented and developed a whole school initiative	E	
Knowledge and understanding of strategic financial planning, budgetary management, and the management of resources in relation to their contribution to child achievement. Knowledge and understanding of strategic financial planning, budgetary management, and the management of resources in relation to their contribution to child achievement.	E	
To have had responsibility for policy development and implementation	E	
To have had experience of and ability to contribute to staff development across the primary range. (e.g coaching, mentoring, INSET for staff)	E	

Experience and Knowledge of Teaching

	Essential	Desirable
Experience of teaching in more than one school	E	
Delivers lessons which are consistently good/outstanding	E	
Students taught by candidate make excellent progress	E	
A clear understand of what outstanding teaching consists of	E	
To have a current knowledge and understanding of all three key stages in the Primary Phase	E	
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	E	
To be able to exemplify how the needs of all pupils have been met through high quality teaching	E	

Professional Attributes

	Essential	Desirable
To be able demonstrate an understanding of the needs of the pupils and how these could be met	E	
To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E	
Excellent written and verbal communication skills (which will be assessed at all stages of the process)	E	
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	E	

Professional Skills

Managing the Organisation	Essential	Desirable
Knowledge of and commitment to the implementation of the safeguarding agenda	E	
Securing Accountability	Essential	Desirable
Commitment arising from contractual accountability to the Governing Body	E	
Stakeholder and Community, including pupils and parents, parish and diocese, engagement in, and accountability for, school self-evaluation and the success and celebration of its performance.	E	
Individual, team and whole school accountability for pupil learning outcomes.	E	
Strengthening the Community	Essential	Desirable
Strategies that encourage parents and carers as the prime educators to support their children's learning	E	

Personal Qualities

	Essential	Desirable
Continue to promote St Peter's strong educational philosophy and values	E	
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	
Be approachable, person centred.	E	
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	E	
Build and maintain quality relationships through interpersonal skills and effective communication	E	
Demonstrate personal and professional integrity, including modelling values and vision	E	
Inspire trust and confidence across the school and community	E	
Manage and resolve conflict	E	
Prioritise, plan and organise themselves and others	E	
Think analytically and creatively and demonstrate initiative in solving problems	E	
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E	

Confidential References and Reports

Positive recommendation from all referees, including current employer	E	
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Note: Candidates failing to meet any of the essential criteria will automatically be excluded