

## St. Andrew's Junior School, Hatfield Peverel



*"Enjoy, respect, achieve"*

### Person Specification - Deputy Headteacher

Category	Essential	Desirable
<b>1. Qualifications/ Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Qualified teacher status.</li> <li>▪ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning.</li> <li>▪ Ability to identify own learning needs and to support others in identifying their learning needs.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of working with other schools/organisations/agencies.</li> <li>▪ Experience of leading/coordinating professional development opportunities.</li> </ul>
<b>2. Experience</b>	<ul style="list-style-type: none"> <li>▪ Substantial, successful teaching experience demonstrating excellence in teaching and learning.</li> <li>▪ Successful experience of leading one or more subject areas.</li> <li>▪ Successful experience in a leadership and management role.</li> <li>• At least 5 years successful teaching experience in Key Stage 2 (Juniors).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Curriculum leadership in one or more core subjects.</li> <li>▪ Experience of teaching in more than one school.</li> </ul>
<b>3. Strategic Leadership</b>	<ul style="list-style-type: none"> <li>▪ Ability to articulate and share a vision of primary education within the context of the school's mission statement.</li> <li>▪ Understanding of the spiritual, social and cultural development within a church school community.</li> <li>▪ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school.</li> <li>▪ Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement.</li> <li>▪ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of the role of the governing body .</li> <li>▪ Evidence of having successfully translated vision into reality at whole school level.</li> </ul>

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	<p>progress towards these.</p> <ul style="list-style-type: none"> <li>Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils.</li> <li>Understanding of and commitment to promoting and safeguarding the welfare of pupils.</li> </ul>	
<b>4. Teaching and Learning</b>	<ul style="list-style-type: none"> <li>A secure understanding of the requirements of the National Curriculum.</li> <li>Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils.</li> <li>A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning.</li> <li>Experience of effective monitoring and evaluation of teaching and learning.</li> <li>Secure knowledge of statutory requirements relating to the curriculum and assessment.</li> <li>Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of successful teaching and learning across the entire curriculum across all key stages.</li> <li>Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management.</li> <li>Whole school curriculum leadership.</li> <li>Promoting SMSC of pupils across the curriculum.</li> </ul>
<b>5. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>Experience of working and leading staff teams.</li> <li>Ability to delegate work and support colleagues in undertaking responsibilities.</li> <li>Experience of supporting the professional development of colleagues.</li> <li>Leadership of middle management / phase leaders</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with governors to enable them to fulfil whole school responsibilities.</li> <li>Successful involvement in staff recruitment, appointment/induction.</li> <li>Experience of leading performance management.</li> </ul>
<b>6. Accountability</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors,.</li> <li>Experience of effective whole school self-evaluation and improvement strategies.</li> <li>Ability to provide clear information and advice to staff and governors.</li> <li>Secure understanding of current practice in performance management, including capability.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of presenting reports to governors.</li> <li>Leading sessions to inform parents.</li> <li>Experience of offering challenge and support to improve performance.</li> </ul>

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<b>7. Skills, Qualities &amp; Abilities</b>	<ul style="list-style-type: none"> <li>▪ High quality teaching skills.</li> <li>▪ Strong commitment to the mission statement.</li> <li>▪ High expectations of pupils' learning and attainment.</li> <li>▪ Strong commitment to school improvement and raising achievement for all.</li> <li>▪ Ability to build and maintain good relationships.</li> <li>▪ Ability to remain positive and enthusiastic when working under pressure.</li> <li>▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively.</li> <li>▪ Empathy with children.</li> <li>▪ Good communication skills.</li> <li>▪ Good interpersonal skills.</li> <li>▪ Stamina and resilience.</li> <li>▪ Effective ICT skills.</li> </ul>	
<b>8. References</b>	<ul style="list-style-type: none"> <li>▪ Positive recommendation in professional references.</li> <li>▪ Satisfactory health and attendance record.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Professional reference without reservations.</li> <li>▪ Strong positive examples of leadership impact.</li> </ul>
<b>9. Safeguarding</b>	<ul style="list-style-type: none"> <li>▪ St. Andrew's Junior School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Appointment is subject to satisfactory DBS checks and references.</li> </ul>	

September 2019