



# St Andrew's CE Primary School Much Hadham

## Deputy Headteacher Person Specification

Flourishing Together – 'Life in All Its Fullness' John 10:10

Living God's Love

Love of One Another, Love of Learning, Love of God

Candidates will be shortlisted based on the following Person Specification.

It is important to provide examples using the STAR acronym (situation, task, action, result) relating to the Person Specification criteria.

Criteria	Essential or desirable	Application Form	Interview Process	References
<b>Qualifications and training</b>				
Qualified Teacher Status	E	✓	✓	
Degree or Equivalent	E	✓	✓	
<b>Experience</b>				
Experience of substantial, successful and varied teaching across the Primary age range	E	✓	✓	✓
Experience of the needs of all children as individuals with an absolute commitment to inclusion thereby helping every child fulfil their potential	E	✓	✓	
Recent successful leadership in a senior position in Primary education	E	✓	✓	✓
Leading a key curriculum area	E	✓	✓	
<b>Professional Knowledge and understanding of:</b>				
The Primary curriculum including Early Years and how to drive a creative curriculum which provides a broad and balanced experience for all children	E	✓	✓	
An absolute commitment to the protection and safeguarding in our school, with a knowledge of the relevant legislation and guidance in relation to working with, and the protection of, our children	E	✓	✓	
Those unique requirements of a Voluntary Aided Church of England village school	D	✓	✓	
The use of robust evaluation of whole school performance and progress data to secure continued improvement of children's attainment and progress.	E	✓	✓	

Professional Skills				
Proven track record of excellence in the quality of Teaching and Learning, and the ability to create rapid and sustained progress for all children	E	✓	✓	✓
Inspire and motivate all staff, children and the wider school community in continuous school improvement	E	✓	✓	
A passion for teaching and working with children	E	✓	✓	✓
Ability to communicate effectively and sensitively with all stakeholders to build effective relationships with the Headteacher, staff, parents, governors, the Church and the wider school community	E	✓	✓	✓
Personal Qualities				
Inspire ambitious standards and progress for all children	E	✓	✓	✓
A passion for education for all	E	✓	✓	✓
Ability to work effectively with the Governing Body as part of the school team embracing their role as a challenging friend	E	✓	✓	
Ability to embrace and be flexible when faced with the changes and challenges that arise from everyday life in a school	E	✓	✓	✓
Ability to lead by example with integrity, demonstrating resilience and curiosity thereby motivating others to succeed at the highest level in an inclusive environment	E	✓	✓	✓
Demonstrates a capacity for sustained hard work with optimism, energy and enthusiasm whilst maintaining a work life balance	E	✓	✓	✓
A genuine commitment and enthusiasm to preserve the distinctive Christian values and character of the school	E	✓	✓	