



# SPELLBROOK C of E PRIMARY SCHOOL (VC)

*Flourishing in Love and Learning*

**DEPUTY HEADTEACHER**

## PERSON SPECIFICATION

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing your application form and supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

<b>Essential</b>	<b>Desirable</b>
<b>Educational Qualifications and Training</b> <ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• Evidence of Continuing Professional Development</li></ul>	Management training  Desire to complete NPQH
<b>Skills and Abilities</b> <ul style="list-style-type: none"><li>• Skills to monitor and evaluate provision in a subject area</li><li>• Good organisational and time management skills</li><li>• Have the ability to inspire, lead and motivate the children and staff</li><li>• Be able to analyse, understand and interpret school performance data</li><li>• Work as part of an effective team of staff and governors</li><li>• Demonstrate consistently good or outstanding classroom practice</li><li>• Have the ability to influence the quality of teaching and learning</li><li>• Communicate effectively and sensitively with a wide variety of children, parents, the local community, governors, staff, LA representatives and other agencies</li></ul>	Experience of effective working with governors.  Experience of assisting others in improving their practice
<b>Experience</b> <ul style="list-style-type: none"><li>• Minimum 5 years teaching experience</li><li>• Have worked with children with a wide variety of learning needs</li><li>• Have had effective involvement with parents and governors</li><li>• Curriculum planning, implementation, assessing &amp; recording across the curriculum</li><li>• Have led the whole staff in at least one area of the curriculum</li><li>• Been involved in the implementation of whole school initiatives</li></ul>	Expertise with a core area of the curriculum  Experience of curriculum development  External moderation experience
<b>Knowledge</b> <ul style="list-style-type: none"><li>• Understanding of the whole curriculum for the primary age range, including Early Years</li><li>• Thorough grasp of current educational issues</li><li>• Understanding of children with special educational needs and the needs of all children</li><li>• Knowledge of and commitment to inclusive practice and equal opportunities</li></ul>	Experience of using up-to-date research to inform practice  Understanding how to remove barriers for any disadvantaged pupil

<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"><li>• Be committed to ensuring the wellbeing of all pupils in school</li><li>• Show commitment to the school and the meeting of its Christian ethos and values</li><li>• Be a role model for the school ethos and Christian values</li><li>• Maintain trust and confidentiality</li><li>• Be a team player as well as a team leader</li><li>• Demonstrate resilience and a “can do “ attitude</li></ul>	
<p><b>Suitability to work with children</b></p> <ul style="list-style-type: none"><li>• Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of children and young people</li><li>• Displays commitment to the protection and safeguarding of children and young people</li></ul>	