



## Person Specification

**School: Sedlescombe Church of England Primary School**

**Post: Deputy Headteacher (Leadership Scale L2 to L6)**

Essential Criteria	Desirable Criteria	Method of Assessment
<b>Education and Qualifications</b>		
<ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS)</li> <li>• Degree or Equivalent</li> <li>• Demonstrate a commitment to continuous professional development (CPD)</li> <li>• Subject specialism</li> <li>• Recent safeguarding Training</li> </ul>	<ul style="list-style-type: none"> <li>• Higher Degree Qualification</li> <li>• Awareness of Thriveftc</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Original Qualification Certificates</li> <li>• Interview</li> </ul>
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Evidence of exemplary classroom practice and varied teaching and learning experience in the primary phase</li> <li>• Ability to teach maths using a Maths Mastery approach</li> <li>• Experience of a range of schools</li> <li>• Curriculum subject development and leadership leading to high pupil standards</li> <li>• Experience of leading, managing and developing staff</li> <li>• Experience of monitoring, evaluation and review processes leading to improved standards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching in across the key stages</li> <li>• Experience of managing a budget</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Lesson Observation</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge</b>		
<ul style="list-style-type: none"> <li>• A sound understanding of recent educational developments in primary education</li> <li>• Practical understanding of effective learning, teaching and assessment strategies</li> <li>• Knowledge of Maths Mastery Approach</li> <li>• Understand the planning of the National Curriculum, including the assessment, recording and reporting process</li> <li>• Knowledge of the target setting process and how this leads to improved standards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of an Ofsted and the follow up process</li> <li>• Knowledge of the role of governors</li> <li>• Understanding of the appraisal process</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• Data Task</li> <li>• Evaluation Task</li> <li>• References</li> </ul>

**Learning, Loving and Growing Together with God**

<ul style="list-style-type: none"> <li>• Knowledge of end of Key Stage statutory assessment processes</li> <li>• Knowledge of the SEN Code of Practice</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Thrive ftc/Nurture provision</li> </ul>	
<b>Key Skills and Abilities</b>		
<ul style="list-style-type: none"> <li>• Excellent organisational skills</li> <li>• Ability to create a happy, effective, attractive and challenging learning environment</li> <li>• Ability to teach exciting, motivating lessons which engage all children</li> <li>• Range of strategies for high quality differentiation</li> <li>• Openness to reflect on practice and make improvements</li> <li>• Strong, positive behaviour management</li> <li>• Good communication skills with an ability to communicate clearly to a wide audience</li> <li>• Able to establish positive relationships with children, staff and parents/carers</li> <li>• Able to be an effective team member</li> <li>• Confident and competent in use of ICT</li> <li>• High expectations</li> <li>• Ability to analyse, prioritise and meet deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• A commitment to learning outside the classroom</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Lesson Observation</li> <li>• Interview</li> <li>• References</li> <li>• Evaluation Task</li> </ul>
<b>Personal Qualities</b>		
<ul style="list-style-type: none"> <li>• A resilient and positive individual with drive and integrity</li> <li>• An enthusiastic, energetic and flexible approach to the role</li> <li>• Good attendance</li> <li>• A commitment to inclusive education and willingness to respond to the needs of individual learners</li> <li>• A passion for teaching and ability to inspire and motivate others including pupils, teachers, parents and governors</li> <li>• A commitment to safeguarding and promoting the welfare of all children</li> <li>• A warm and welcoming manner with a cheerful disposition and sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to think creatively and imaginatively to solve problems and identify opportunities</li> <li>• Brings personal interests and enthusiasms to the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Lesson observation</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Other</b>		
<ul style="list-style-type: none"> <li>• Willingness to support PTA events</li> <li>• Willingness to lead an after school activity and take part in the wider life of the school</li> <li>• Willing to support, and take part in, the Christian life of the school</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> </ul>