

Person Specification for Deputy Headteacher at St Nicholas Voluntary Aided School

***The applicant will be required to safeguard and promote
the welfare of children and young people***

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

R = Reference/A = Application Form/Letter/I = Interview

Faith Commitment

		Essential/ Desirable	Evidence Source
1.	A practising Christian who regularly (at least once a month) attends their own church (not the church connected with their current school ... unless this is their church) <i>(This requires evidence of current church attendance and a faith reference will be required ... see note at the end of this person specification)</i>	D	R/I
2.	Willing and able to support and help develop the Christian character of our church school	E	A/I

To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.

		Essential/ Desirable	Evidence Source
3.	Supports ways of ensuring that the Christian vision enables the flourishing of pupils and adults within our church school and its community	E	I
4.	Be willing to lead school worship	E	I
5.	Supporting and actively encourage positive relationships between the school, local Church and its community and Diocese of Liverpool	E	A/I
6.	Support in the leading of spiritual development in the school community	E	A/I

Qualifications

		Essential/ Desirable	Evidence Source
7.	Qualified teacher status	E	A
8.	Degree	E	A
9.	CEPQH or NPQH or be willing to undertake it (or the North West Christian Leadership Course)	D	A

Professional development and Safeguarding

		Essential/ Desirable	Evidence Source
10.	Evidence of recent leadership training.	D	A/I
11.	Displays commitment to the protection and safeguarding of children and young people	E	T/I
12.	Up to date safeguarding training and knowledge of legislation for the protection of young people appropriate to the role of deputy headteacher	E	A/I
13.	Has successfully undertaken 'safer recruitment' training or has a commitment to do so within 12 months of taking up the post	E	A/I
14.	Will co-operate and work with relevant agencies to protect young people	E	A/I

School leadership and management knowledge and experience

		Essential/ Desirable	Evidence Source
15.	Recent successful middle leadership or assistant head or serving deputy head	D	A
16.	Evidence of successfully leading an aspect or subject to help school improvement	D	I
17.	To have an active involvement in school self-evaluation and development planning (e.g. as a subject leader)	D	A/I
18.	Experience and/or knowledge of monitoring staff performance	D	I
19.	The ability to, along with the headteacher, provide support and advice to the Governing Board to enable it to meet its responsibilities	E	A/I
20.	Maintains good awareness of current national education policy and strategy	D	I

Experience and knowledge of teaching

		Essential/ Desirable	Evidence Source
21.	Experience of teaching in more than one school within the advertised phase	D	A
22.	To have current knowledge of all key stages within the school's phase setting	D	A/I
23.	Has the ability to support the headteacher and other leaders in analysing school data and identify appropriate actions to raise standards/address weaknesses	D	A/I
24.	Commitment to ensuring inclusion and addressing diversity positively	D	A/I

Professional attributes and skills

		Essential/ Desirable	Evidence Source
25.	To have a clear rationale for behaviour management that will support and enhance our school's practices	E	A/I
26.	An ability to communicate effectively, both orally and in writing, to a range of audiences	E	A/T
27.	To be an excellent classroom practitioner and role model	E	A/I
28.	A commitment to their own professional development and support others in their development	E	A/I

Personal Qualities

		Essential/ Desirable	Evidence Source
29.	A passion for achieving the very best outcomes for all children	E	I
30.	A clear understanding of what an innovative, progressive and forward-thinking church school should be like	E	A/I
31.	The capacity to support the headteacher in providing inspirational, enthusiastic and innovative educational leadership	E	I
32.	Flexibility, initiative and personal responsibility to maintain a positive attitude in the face of a challenging and demanding job	E	I
33.	An ability to support the headteacher in establishing effective working relationships with a wide and diverse range of people including pupils, parents, governors, colleagues, other professionals and wider community	E	A/I
34.	The ability to support other school leaders, including governors, in creating and communicating, a clear theologically-rooted Christian vision for the school	E	I
35.	Be aware of their own strengths and areas for development and listen to and reflect (and act) upon as appropriate the feedback from others	E	A/I
36.	To be able to work closely with the headteacher	E	

Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in our school.

Confidential References and Reports

If practising Christian is essential then a positive and supportive faith reference from the priest/minister where the applicant regularly worships	D
<i>Candidates who do not use their Parish priest/minister must give an explanation in the letter of application</i>	
Positive recommendation from all referees, including current employer	E

Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post, **and be no more than 3 sides of A4 - Arial font, size 11.**