



Personal Specification/Selection Criteria For

DEPUTY HEADTEACHER

at



AUGHTON ST MICHAEL'S C of E VOLUNTARY CONTROLLED SCHOOL.

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

Selection decision will be based on the criteria below. At each stage of the process and assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

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

[A] Faith Commitment

	Essential	Desirable
Willing and able to sustain and develop the Christian character of this Church school.	E	
Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school).		D

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

	Essential	Desirable
The development of the Christian character of Aughton St Michael's CE school, its pupils and staff	E	
Leading school worship	E	
Ways of developing religious education and worship	E	
Ways of leading the spiritual development of all the school community.	E	
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school.	E	
How relationships should be fostered and developed between the school, local Church and its community and Diocese of Liverpool.	E	

[B] Qualifications

	Essential	Desirable
Qualified teacher status	E	
Degree	E	

[C] Professional Development

	Essential	Desirable
Evidence of recent leadership and management professional development	E	
Has successfully undertaken appropriate Child Protection training	E	
Has successfully undertaken appropriate Designated Senior Person training		D

[D] School leadership and management experience

	Essential	Desirable
Substantial and current experience as a senior leader in a primary school	E	
Active and effective leadership of a team/key stage/ curriculum area	E	
To have taken an active involvement in school self-evaluation and development planning		D
To have implemented and developed a whole school initiative	E	
Knowledge and understanding of strategic financial planning and budgetary management in relation to school development and pupil achievement.		D
To have had responsibility for policy development and implementation	E	
To have had experience of and ability to contribute to staff development across the primary range (E.g. coaching, mentoring, INSET for staff).	E	

[E] Experience and knowledge of teaching

	Essential	Desirable
Experience of teaching in more than one school		D
Significant teaching experience within the primary phase	E	
To have taught in EYFS		D
To have a knowledge and understanding of all 3 Key Stages in the primary phase	E	
To be able to effectively use data and assessment to ensure all children learn well.	E	

To be able to exemplify how the needs of all pupils have been met through high quality teaching.	E	
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[F] Professional Attributes

	Essential	Desirable
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E	
Excellent written and oral communication skills (which will be assessed at all stages of the process).	E	
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	E	
Show a good commitment to sustained attendance at work	E	

[G] Safeguarding

	Essential	Desirable
Displays commitment to the safeguarding and protection of young people	E	
The ability to form and maintain appropriate relationships and boundaries with young people	E	
Has up-to-date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people.	E	
Will co-operate and work with relevant agencies to protect young people.	E	

[H] Personal Qualities

	Essential	Desirable
A passion for ensuring Excellence for All	E	
Excellent interpersonal skills.	E	
Be committed to working with a high level of integrity and professionalism	E	
Excellent organisation skills and the ability to priorities and manage tasks effectively	E	
The ability to perform effectively under pressure	E	
Demonstrate impact and presence	E	
Demonstrate personal and professional integrity, including modelling values and vision	E	
Think analytically and creatively and demonstrate initiative in solving problems	E	

Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E	
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[I] Professional Skills

Each candidate will be expected to demonstrate a knowledge and understanding of working within and towards the National Standards of Excellence for Headteachers 2020 which also form the basis of the Job Description.

Candidates will be expected to show evidence of developing this knowledge and understanding in their current setting as well as an awareness of how this could be applied in Aughton St Michael's CE school throughout the appointment process

[J] Confidential References.

Candidates may wish to give a faith reference.

Positive and supportive faith reference from the priest/minister where the applicant regularly worships.	D
Positive recommendation from all referees, including current employer	E

[K] 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.