

# Deputy Headteacher with Teaching Responsibilities

## Person Specification

Linked to DHTS Role Profile

Personal Attributes	Essential (E) or Desirable (D)
<b>Qualifications</b>	
Qualified teacher status Degree level qualification Professional development in preparation for Deputy Headship	E E E
<b>Faith Commitment</b>	
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 Academy) Ability to be able to demonstrate their knowledge and understanding of the following in the context of a Cidari academy; Lead and develop worship A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the academy How relationships should be fostered and developed between the academy, local Church and its community, Diocese of Blackburn, and wider trust	E   E  E E  E
<b>School Leadership and Management Experience</b>	
Successful teaching experience, preferably across the primary phase and in more than one school or academy Skills and knowledge in an area of specialism which can be utilised and rolled out across the trust To have a working and current knowledge and understanding of all 3 Key Stages in the primary phase Experience in curriculum development, planning and assessment To be able to effectively use data, assessment and target setting to raise standards/address areas for improvement Knowledge of current developments in education To be able to exemplify how the needs of all pupils have been met through high quality teaching	E   E  E  E E  E E

Recent successful leadership experience, for example, phase/curriculum leader, deputy headteacher or assistant headteacher	E
Demonstrate an ability to contribute to staff development across the primary range (E.g. coaching, mentoring, INSET for staff)	E
A sound knowledge of procedures for keeping children safe	E
The ability to lead, drive and develop the curriculum as a whole across the academy	E
<b>Professional Development</b>	
Evidence of appropriate professional development for this position	E
Evidence of recent leadership and management experience	E
Has successfully undertaken appropriate child protection training	E
Willingness to undertake or has successfully undertaken designated Senior Leader Training	E
<b>Professional Attributes</b>	
Be a positive role model at all times, leading by personal example in faith and professional practice, demonstrating personal and professional integrity, and modelling our values and vision	E
Demonstrate a sound understanding of the needs of the pupils, families, and wider community of our academy and how these could be met	E
The ability to develop a good relationship with parents	E
To be a leader of learning demonstrating, promoting and securing outstanding classroom practice	E
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	E
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
Ability to reflect on own teaching and its impact on pupil learning effectiveness as a leader	E
<b>Confidential References</b>	
Positive and supportive faith reference from the priest/minister where the applicant regularly worships	D
Candidates who do not use their parish priest/minister must give an explanation in the letter of application	E
Positive recommendation from current or most recent employer	E
Positive recommendation from previous employer	E
<b>Personal Qualities</b>	
Continue to promote the trust's strong educational philosophy and values	E
Inspire, challenge, motivate, and empower teams and individuals to achieve high goals	E
Contribute to and actively support the wider development and aims of Cidari Multi Academy Trust	E
Be approachable and person centred	E

Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	E
Build and maintain quality relationships through interpersonal skills and effective communication	E
Demonstrate personal and professional integrity, including modelling values and vision Manage and resolve conflict	E
Prioritise, plan, and organise themselves and others	E
Think analytically and creatively and demonstrate initiative in solving problems	E
Be aware of their strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E
Be able to empathise appropriately and take necessary steps	E
Demonstrate a capacity for sustained hard work with energy and vigour	E
Demonstrate impact and presence	E