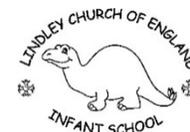




**Lindley CE Infant School
PERSON SPECIFICATION**



Name of School: Lindley CE Infant School

Post Title & Grade: Deputy Headteacher (L10-14)

To commence: January 2021

Post Ref:

ATTRIBUTES	CRITERIA	HOW IDENTIFIED	RANK
RELEVANT EXPERIENCE	1. Substantial experience in early years , KS1 and/or primary education 2. Experience of performing a successful management / leadership role in primary education. 3. Experience of curriculum development and planning 4. Experience of leading meetings and staff training 5. Experience of monitoring the quality of teaching and learning, feeding back to colleagues, securing improvement 6. Experience as a reviewer under performance management arrangements 7. Ability to understand and make positive use of the rich social, economic and cultural diversity within the school	Application/ Interview/Observation/ Assessment Task	A A A A A B B
EDUCATION AND TRAINING	8. Qualified Teacher Status 9. Commitment to Continued Professional Development 10. Evidence of training in preparation for management 11. Higher level degree or equivalent	Application/ Interview/Observation/ Assessment Task	A A B B
GENERAL AND SPECIAL KNOWLEDGE	12. An understanding of the principles of effective teaching and learning 13. A clear philosophy of primary education and the ability to translate into practice 14. Knowledge of effective assessment procedures and strategies and how to interpret the data in order to raise standards 15. Knowledge of school self-evaluation procedures including school improvement planning and target setting 16. A full understanding of the role of the Deputy Headteacher 17. Have a good understanding of current educational issues and developments 18. Knowledge, understanding and experience of Child Protection and Safeguarding 19. Demonstrate an understanding of the need for effective relationships with parents, carers, partners and the community which enhance and support pupil learning	Application/ Interview/Observation/ Assessment Task	A A A A A A A A
SKILLS AND ABILITIES	20. Exemplary classroom management and teaching skills including the ability to share and develop good practice 21. Ability to build positive relationships with children inspiring and demonstrating trust 22. Ability to manage staff and lead in staff development, CPD and induction 23. Ability to make decisions, inspire, motivate and lead others 24. Good interpersonal and communication skills – written, oral and listening 25. Good organisational and time management skills 26. Ability to set clear objectives and prioritise 27. Effective user of ICT to support teaching and to facilitate administrative tasks 28. Effective interpersonal skills and ability to manage and implement change	Application/ Interview/Observation/ Assessment Task	A A A A A A A A

	29. Ability to be creative and imaginative in providing solutions to problems		A
ADDITIONAL FACTORS	30. Willing to contribute fully to the life of the school and broaden and develop the range of enrichment and extra-curricular activities	Application/ Interview/Observation/ Assessment Task	A
	31. High expectations of self, staff and all pupils		A
	32. Commitment to meeting the needs of all learners and raise standards for all including SEN and more able pupils		A
	33. An enthusiastic and caring approach with an ability to create a positive school ethos		A
	34. Promote spiritual, moral, social and cultural development of all children		A
	35. Commitment to work in partnership with Headteacher, Governors, parents and the local community		A
	36. A positive approach to the management of change as a member of the leadership team		A
	37. Being ambitious and an aspirant head of the future		B
38. Understanding of and willingness to support and develop the distinctive nature of this C of E School, particularly in relation to RE, Collective Worship and its' Christian ethos	A		

**Note to applicants: You will only be shortlisted from the details in the application form if you meet all the criteria ranked as A.
If large numbers of applications are received only those who meet the criteria ranked A and B will be shortlisted.**