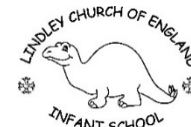




## Lindley CE Infant School PERSON SPECIFICATION



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

	29. Ability to be creative and imaginative in providing solutions to problems		A
<b>ADDITIONAL FACTORS</b>	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.**