



Radley CE Primary School & Foundation Stage Unit

Radley CE Primary School Deputy Headteacher Person Specification

This person specification relates to the requirements of the post as determined by the job description. Shortlisted candidates must meet the essential requirements of the person specification. It would be highly advantageous for candidates to meet some or all the desirable requirements. Please write a personal statement detailing how you meet the criteria below (five areas) and how your examples demonstrate impact.

Qualifications and Training

	Essential	Desirable
Qualified Teacher Status	•	
Evidence of relevant further professional development and or leadership qualifications		•

Experience (show evidence of)

	Essential	Desirable
Experience of teaching in both Key Stage 1 and 2		•
Experience of working in other schools/settings		•
Leading one or more curriculum areas and raising standards of teaching and learning at key stage or whole school level	•	
Coaching, mentoring and leading continuing professional development for self and others	•	
Managing whole school change at middle or senior leadership level	•	
Experience of whole-school curriculum management leading to school improvement		•

Special Knowledge, Understanding and Skills

	Essential	Desirable
Excellent knowledge of the KS2 curriculum	•	
Understanding of the whole school primary curriculum		•
Understand the features of high quality teaching and learning	•	
Secure knowledge of and commitment to inclusion	•	
Excellent classroom practitioner	•	

Knowledge of current developments, national priorities and statutory frameworks in education	•	
Knowledge and understanding of effective strategies to manage the behaviour of pupils	•	
Excellent understanding of safeguarding practices especially the safety and welfare of vulnerable and disadvantaged pupils	•	

Leadership and Management

	Essential	Desirable
Proven success at middle or senior leadership level	•	
Ability to develop and implement policies and procedures to support the school's aims	•	
An understanding of how to use data to evaluate performance to raise standards	•	
Knowledge, understanding and experience of the practical application of whole-school self-evaluation processes		•
Demonstrate leadership qualities and people management skills	•	
Support, motivate and inspire both colleagues and pupils by leading through example	•	
Knowledge of the role of governance		•

Personal Skills and Attributes

	Essential	Desirable
Commitment to school's Christian vision and ethos	•	
Ability to work under pressure and whilst prioritising whole school objectives	•	
Excellent communication with all stakeholders within the school community	•	
Develop positive working relationships in school	•	
Demonstrate high standards of personal integrity, loyalty, discretion and professionalism	•	
Good attendance and excellent punctuality	•	