St. George’s CE Primary School

Deputy Headteacher Person Specification

**‘The best we can be’**

1. Ability to show all members of the community what ‘outstanding’ looks like and to maintain unceasing focus on learning outcomes, ensuring every conversation and every action is rooted in achievement and progress.

**Church School**

1. Demonstrate a commitment and ability to live out the gospel values of love and truth in daily life.
2. Proven ability to lead collective worship at an outstanding level.
3. Ability to instil values that ensure pupils and staff conduct themselves with dignity, self -respect and an intrinsic sense of service within an inclusive community of faith and non-faith members.
4. Attend all special services at the local church e.g. School Rededication Service, Y6 Confirmation

**Calm School**

1. Proven ability to take calm and assured authority, give clear direction, set deadlines and hold staff to account.
2. Evidence of affirmative pupil management used to generate well-being, confidence and success.
3. Proven ability to model emotional intelligence, generating calm positivity in all interactions and managing time and workload with calm efficiency.

**Ofsted ‘Outstanding’ School**

1. Proven track record of continually raising standards in a challenging context through teaching and leadership.
2. In-depth knowledge of the Ofsted framework and proven ability to use ‘outstanding’ descriptors to underpin all systems, procedures and directives related to pupil progress and achievement.
3. Evidence of the ability to use national and local performance data to test the performance of all groups and narrow gaps. Demonstrable ability to use pupil performance data and target setting to improve standards.
4. Proven ability to support colleagues in all phases with planning and teaching at an outstanding level.
5. Proven ability to lead and manage a team very effectively.
6. Evidence of involvement in school self-review and improvement planning processes and the ability to work constructively with external partners e.g. SIP, welcoming challenge and responding enthusiastically to advice.
7. Proven ability to monitor teaching and learning and give clear feedback, including targets to improve.
8. Proven ability to lead school systems, including assessment and provision, to an outstanding level.
9. Evidence of leading high quality CPD and delivering relevant and engaging training with good impact.
10. Ability to make effective use of resources and make sound financial decisions to secure best value.
11. Ability to produce policies that enable staff to work effectively and governors to hold the school to account.
12. Proven ability to safeguard pupils and follow statutory procedures in reporting concerns.

**National Support School**

1. Ability to model the leadership qualities of credibility, wisdom and integrity.
2. A proven dynamic and positive approach to supporting rapid improvement in partner schools.
3. Emotional and physical resilience when working with relentless challenge and high demand.
4. Sharp and insightful judgement, creative thinking and solution-focused problem solving skills.
5. Ability to drive positive change through effective evaluation, action planning and implementation.

**Qualifications**

NPQSL (desirable)

Lead teacher status

Senior Leadership role within an outstanding primary school in a challenging context

Borough Moderator