

The Governors wish to appoint a candidate who has the qualifications, experience, knowledge and skills described in this specification. The successful candidate will be able to demonstrate that they meet all of the essential criteria listed below and at least some of the desirable criteria.

Person Specification : Deputy Headteacher St Julies Catholic High School

	Requirement	Essential	Desirable	Evidence
1	Faith commitment	<ul style="list-style-type: none"> • Baptised Catholic • Practising Catholic 		A/ L R
2	Training and Qualifications	<ul style="list-style-type: none"> • Degree • Qualified Teacher Status • Evidence of relevant professional leadership development - NPQSL or equivalent(or enrolled on a programme) 		A A A
3	Teaching and Learning	<ul style="list-style-type: none"> • Experience of monitoring and evaluating teacher performance • Understanding of high-quality teaching and assessment based on evidence and research and the ability to model this for others and support others to improve • Experience of monitoring and evaluation including data analysis and ability to identify weaknesses • Experience in curriculum and or pastoral planning and development including self-evaluation • Experience in developing a safe learning environment which promotes achievement, progress and enjoyment • Experience of promoting an outstanding behaviour culture and positive learning environment 		A/ L I T A/ L I T A/ L I T A/ L I T I T A/ L I T

Deputy Headteacher

4	Educational Leadership	<ul style="list-style-type: none"> • Successful senior leadership and management in a secondary school with at least 2 years' experience • Successful team leadership • Proven track record in school improvement • Experience of working with external agencies 	<ul style="list-style-type: none"> • Experience in a catholic school 	<p>A/L R I</p> <p>A/L R I</p> <p>A/L R I</p> <p>A/L R I</p>
5	Professional Knowledge and Understanding	<ul style="list-style-type: none"> • A clear vision of catholic education within the mission and philosophy of the school • Understanding of the role of Deputy Headteacher in promoting the spiritual development of pupils • A clear vision for developing links with the wider community including parents and carers • Understanding of educational issues at national and local level including the academy agenda and any implications for a catholic school • Understanding of the importance of Religious Education as a core part of the school curriculum • Awareness of current SEND legislation and processes • Knowledge of the role of the Governing body 	<ul style="list-style-type: none"> • Experience of working with governors - A/ L I 	<p>A/ L I T</p> <p>A/ L I T</p> <p>A/ L I T</p> <p>A/ L I T</p> <p>A/ L I T</p> <p>A/ L I</p> <p>A/ L I T</p>
6	Strategic Planning	<ul style="list-style-type: none"> • Ability to communicate a vision and inspire others • Understanding of school finances and financial management • Understanding of the importance of individual and team professional development 	<ul style="list-style-type: none"> • Experience of managing a budget - A/ L I 	<p>A/ L I T</p> <p>A/ L I T</p> <p>A/ L I</p> <p>A/ L I</p>

Deputy Headteacher

		<ul style="list-style-type: none"> Understanding of online learning and school ICT management 		
--	--	--	--	--

Person Specification

St Julies Catholic High School

	Requirement	Essential	Desirable	Evidence
		<ul style="list-style-type: none"> Experience of effective school development planning Knowledge of recruitment of staff 		A/L I T I T
7	Personal and Professional Qualities	<ul style="list-style-type: none"> A caring and trustworthy leader Effective communication and personal skills with a range of audiences Commitment to confidentiality Ability to welcome open challenge and use towards continuous school improvement Ability to successfully manage change within a challenging environment Ability to work under pressure and develop personal resilience and that of others Ability to inspire, enthuse and influence others Commitment to achieving the best outcomes for all pupils Commitment to the care and well-being of the whole school community Ability to develop effective teamwork seeking and taking account of the views of others 		A/L I T A/L I T R A/L I A / L I A/L I R A/L I R A/L I R A/L I R A/L I R
8	Equal Opportunities	<ul style="list-style-type: none"> Understanding of and commitment to equal opportunities across the school community 		A/ L I
9	Safeguarding	<ul style="list-style-type: none"> Understanding of and commitment to pupil welfare and safeguarding 		A/ R I T

Deputy Headteacher

Please Note

Evidence

A – Application Form **L** – Letter /statement as part of application **I** – Interview **T** – Task **R** – Reference

Essential

- Application Form must be completed in full including letter/ statement addressing job description and person specification.
- **This letter/statement should not exceed 2 pages of A4**

Essential

- Reference from Current Employer or Headteacher
- Second professional reference
- Baptism certificate

Desirable

- Reference from parish priest of place of worship confirming that the candidate is a practising catholic

Deputy Headteacher