



St. Michael's Church of England Primary School Bamford
Deputy Headteacher Person Specification

	Essential	Desirable	How identified
Training and qualifications	Qualified teacher status- Primary Education Evidence of continued professional development activities	Subject/s or area specialism/s and expertise	Application form and interview
Learning and Teaching Experience	Substantial primary class teaching experience, in several year groups Good and better teaching ability Good knowledge of national assessment requirements for KS1 and/or KS2 High expectations and the commitment and ability to raise achievement for all children Ability to model outstanding use of marking and feedback to children Proven ability to use ICT for curriculum and for class/school management tasks Able to provide inspirational opportunities for collective worship and keen to embrace a Christian ethos	Experience of teaching right across the primary age range Experience of teaching in more than one school	Application form, visit and lesson observation/ work scrutiny, interview and references

Leadership experience	Successful experience in leadership and management as member of SLT and/or core subject leader, including within EYFS Able to model the highest expectations in all you do and say Experience of supporting teachers to improve their performance, through monitoring and feedback, modelling, supporting and coaching Experience of leading staff inset and staff meetings Experience of monitoring and evaluating specific aspects of the school improvement plan Experience of using assessment data at whole school level to support school improvement	Experience of undertaking teacher appraisal Experience of working with governors	Application form, visit and tour, interview and references
Personal qualities	Ability to lead and manage staff Willingness to give of yourself Good personal organisation and ability to manage a healthy work-life balance Positive attitude to change and innovation Leadership style that is based on good communication and consultation Ability to tackle difficult and sensitive issues with tact and determination Committed to developing yourself and others Willingness to attend school events out of hours Smiley, with a good sense of humour		Application form, visit observation and tour, interview and references