

Job title	Grade	Directorate	Location
Deputy Head Teacher	Leadership	Children's Services	St Peter's CE, Swinton

Note to manager

In completing this form you are setting the expected standard for the person you need for this job on this occasion. Once completed, it will help to create your shortlist of candidates and to devise the questions you ask at interview. Please describe the criterion in ways that are both accurate and capable of being tested. Above all, the requirements must be job related and non-discriminatory. The job description, person specification and advertisement must be consistent. Each of the criteria must be identified under the **Essential** or **Desirable** headings. Whilst all criterions are important, those marked **Essential** must be met before an interview can be offered. (See Section 6 of the Recruitment and Selection Code of Practice for more information on producing a person specification)

Note to applicants

Whilst all criterions below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

(*See grid overleaf)

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Qualified Teacher Status	A
2.	Recent participation in a range of relevant in-service training	A
3.	Senior management experience in a Primary School	A, I
4.	Experience contributing to School Improvement Plans	A, I
5.	Commitment to upholding and promoting the Christian ethos and values of the school	A, I
6.	A commitment to inclusion, adaptive strategies and developing the whole child	A, I
7.	Knowledge and understanding of safeguarding procedures and requirements	A, I
8.	Deep understanding of effective teaching, learning, assessment and curriculum design strategies	A, I
9.	Experience contributing to School Improvement Plans	A, I
10.	Have a strong understanding of assessment strategies and an ability to analyse data to use it to drive school improvement	A, I
11.	Proactive problem solver with excellent communication skills	A., I
12.	Interpersonal skills	A, I, R
13.	Ability to lead and manage change	A., I

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
14.	Has proven experience of working across multiple key stages	A, I
15.	Ability to use initiative and to think analytically and flexibly	A, I, R

Desirable criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Post –entry qualification	A
2.	Degree	A
3.	Has contributed to improvement across more than one school	A, I
4.	Has experience leading or promoting positive attendance across school	A,I
5.	Advanced Designated Safeguarding Lead (DSL) training	A

Completed by	Date	Approved by	Date
E Richardson	11.09.26	Chair of governors	11.09.26

Method of assessment (* M.O.A.)

A = Application form, **C** = Certificate, **E** = Exercise, **I** = Interview, **P** = Presentation, **T** = Test, **AC** = Assessment centre **R** = Reference