

Bank Road
 Pilning
 South Glos
 BS35 4JG

St Peter's Anglican / Methodist VC
 Primary School
 Head Teacher
 Paul Overton



“Unlocking our potential for life-long learning”

Tel: 01454 631137

Fax: 01454 631587

e-mail: office@stpetersprimary.co.uk

PERSON SPECIFICATION FOR THE POST OF DEPUTY HEADTEACHER

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher status • Degree/PGCE or equivalent qualifications 	<ul style="list-style-type: none"> • Other educational/professional qualifications • Evidence of further professional development • Relevant non-educational qualifications e.g. sport, music, first aid
Knowledge and Experience	<ul style="list-style-type: none"> • Recent evidence of outstanding classroom teaching in KS1 or KS2 • Experience of working within the Senior Leadership Team of a school • Evidence of providing outstanding provision for all pupils and achieving high standards of pupil progress • An excellent understanding of and experience in using assessment and data management • Experience in leading one or more curriculum areas, including identifying needs, planning, monitoring and evaluation of standards • Confident understanding of inclusion issues • Experience of leading & managing staff teams/curriculum development and measuring progress • Experience of coaching/mentoring/supporting colleagues • Ability to motivate and work with others to create a shared culture and positive climate in order to 	<ul style="list-style-type: none"> • Experience of successful teaching across the primary age range • Experience in School Development Plan formation, monitoring and evaluation • Experience in leading an aspect of non-curricular development e.g. School Council, parents' groups etc • Knowledge of the performance management process • Knowledge and understanding of the SIAMS framework for inspections

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	achieve excellence	
Professional Skills	<ul style="list-style-type: none"> • Evidence of outstanding teaching & learning • Ability to work as a leader and as a member of a team • Proven ability to implement strategies for raising pupil achievement, including monitoring and evaluation of the work of others • A high standard of ICT skills • Confidence, clarity and decisiveness in making and carrying out decisions • An innovative approach to learning • Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best • Demonstrating and articulating high expectations and setting stretching targets • Experience in the use of whole school data to raise standards. 	<ul style="list-style-type: none"> • Experience in working with other partners – secondary/pre-school/extended services/cluster group • Experience in safeguarding procedures, including child protection • Ability to forge and develop external partnerships • Experience in managing support staff • Experience of managing school finances • Experience of working with the governing body
Professional Ethos and Commitment	<ul style="list-style-type: none"> • High expectations for self and others and a strong commitment to raising achievement • Commitment to promoting home-school partnerships • High expectations for pupil behaviour • Strategies to meet the personalised learning and emotional needs of every child • Uphold the Christian ethos, values 	

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	<p>and purposes of the school</p> <ul style="list-style-type: none"> • The ability to enhance the positive relationship between the school, church and local community • Be creative and innovative to achieve excellence • Willingness to be involved in extra-curricular activities 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Passion, drive and enthusiasm • Approachable with excellent interpersonal skills • The ability to build secure, trusting relationships throughout the school community, based on honesty and integrity • Excellent communication skills, both oral and written • Ability to set and work to deadlines • A team builder/creator who works well as a member of a team • Ability to remain positive and retain a sense of humour! 	

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