



Dream big. Love God. Live well.

Lincoln Bishop King CE Primary School

Person Specification – Deputy Headteacher

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience.

Essential	Desirable
Educational Qualifications	
<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> Additional educational qualifications
<ul style="list-style-type: none"> Continued Professional Development 	
Relevant Experience	
<ul style="list-style-type: none"> Can demonstrate impact of outstanding teaching, across two primary key stages 	<ul style="list-style-type: none"> Teaching experience in all primary key stages Teaching experience in more than one school
<ul style="list-style-type: none"> Understands a range of assessment techniques to maximise pupil progress 	<ul style="list-style-type: none"> Experience in leading Assessment and Reporting Arrangements
<ul style="list-style-type: none"> Proven ability to positively manage behaviour at classroom and whole school level 	<ul style="list-style-type: none"> Recent positive behaviour management training
<ul style="list-style-type: none"> Proven leadership of whole school projects including developing, monitoring and evaluating the curriculum 	
<ul style="list-style-type: none"> Proven successful leadership of an area of inclusion (EAL, G&T, SEND) 	
<ul style="list-style-type: none"> Experience of managing staff performance and supporting professional development Successful leadership of a team of staff 	<ul style="list-style-type: none"> Experience in the recruitment, selection and induction of staff
Leadership and Management Skills	
<ul style="list-style-type: none"> Experience of leading in a Church School 	
<ul style="list-style-type: none"> Excellent time management and organisational skills 	
<ul style="list-style-type: none"> Proven ability to motivate, inspire and manage staff and pupils 	
<ul style="list-style-type: none"> Successful experience of planning and leading whole school training days 	<ul style="list-style-type: none"> Successful work across a collaboration of school or partnership
<ul style="list-style-type: none"> Has experience of initiating, implementing and monitoring action plans against milestones 	
<ul style="list-style-type: none"> Confident in analysing data in all primary phases 	<ul style="list-style-type: none"> Management of budget and other resources
<ul style="list-style-type: none"> Ability to communicate effectively, both orally and in writing, with a variety of audiences 	<ul style="list-style-type: none"> Has experience of reporting to, and working with, governors, the Local Authority and the Diocese
<ul style="list-style-type: none"> Ability to develop positive working relationships with all stakeholders 	<ul style="list-style-type: none"> Ability to manage change by involving and consulting all stakeholders
<ul style="list-style-type: none"> Successful experience of working with parents as partners in their child's education 	
<ul style="list-style-type: none"> Proven ability to meet deadlines and be punctual Is trustworthy, caring and kind Is approachable, but able to set appropriate personal and professional boundaries Has a positive outlook and is creative, flexible and open to new ideas Listens respectfully, and responds, to others 	



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<ul style="list-style-type: none"> • Has a sense of humour 	
Values and Commitments	
<ul style="list-style-type: none"> • Has a clear commitment to our school vision • Is committed to the Christian ethos of the school and confident to lead collective worship, following the traditions of the Church of England 	<ul style="list-style-type: none"> • Is a practising and committed Christian • Demonstrates characteristics such as dignity, compassion, forgiveness and reconciliation
<ul style="list-style-type: none"> • Demonstrates a strong desire to achieve the highest possible level of educational achievement for every child in our school 	<ul style="list-style-type: none"> • Recognises that collaboration benefits all children in Lincolnshire
Professional Understanding	
<ul style="list-style-type: none"> • Has a sound knowledge of safeguarding and how to address issues that may arise • Is able to maintain appropriate relationships and personal boundaries with children • Is able to demonstrate emotional resilience when working with children and colleagues 	<ul style="list-style-type: none"> • Commitment to the well-being of self and others • Supports a work-life balance ethos
<ul style="list-style-type: none"> • Has a clear understanding of current curriculum and assessment requirements and developments 	
<ul style="list-style-type: none"> • Understands relevant equal opportunities, health and safety and safeguarding guidance • Is committed to keeping up to date with changes in legislation affecting schools 	