



## Deputy Head Person Specification

St Thomas More Voluntary Catholic Academy, Buxton	Essential/ Desirable	identified
<b>Training Qualifications and Experience</b>		
Practising Catholic	E	A/R
Degree qualification or equivalent	E	A
Teaching qualification together with Qualified Teacher Status (QTS)	E	A
Experience in leading school worship	E	A/L/I/O
Experience at middle leadership level	D	A/I/R
Experience of pastoral leadership (preferably in a Catholic School)	D	A/I
Experience at senior leadership level	D	A/I
CCRS/CTC or equivalent or a commitment to obtaining the qualification	E	A/I
NPQSL, NPQML or equivalent leadership qualification	D	A/I/R
Evidence of active involvement in school self-evaluation and development planning	E	A/L/I
Experience of and ability to contribute to staff development (eg – coaching, mentoring, INSET)	E	A/L/I
Evidence of responsibility for policy development and implementation	E	A/L/I
Evidence of appropriate safeguarding training	E	A/L/I
Track record of successful pastoral experience (preferably in a Catholic School)	E	A/I/R
Track record of successful leadership of groups of people	E	A/I/R
Track record of successful leadership of a whole school project/initiative	E	A/I/R
Track record of effective classroom practitioner within key stages 3 and 4	E	A/I/R/O
Experience of working with outside agencies	D	A/I
Experience in Child Protection	D	A/I
Experience with transition from KS2 to KS3	D	A/I
Involvement in parish community	D	L/I
Evidence of appropriate professional development for the role	E	A/L/I
<b>Professional Knowledge and Understanding of:</b>		
Keeping Children Safe in Education and Safeguarding requirements	E	L
the distinctive nature of the Catholic School and Catholic education	E	L/I
the leadership role in spiritual development of pupils and staff	E	L/I
the effective use of data, assessment and target setting to raise standards	E	L/A/I
<b>Personal Skills and Attributes</b>		
Excellent written and oral communication skills	E	L/I/R/O
Willingness to undertake further training to develop skills	E	L/I
A confident and competent user of information and communication technology	E	L/I/R/O
Enthusiasm, commitment and a positive outlook	E	L/I/R/O
The ability to work independently and as part of a team	E	L/I/R
Possess a willingness to try new approaches and ideas	E	L/I/R/O
Good personal organisation	E	A/L
Keen to embrace opportunities to develop spiritual and pastoral skills	E	L/I
High degree of emotional intelligence when dealing with staff, parents & pupils	E	A/I/R/O

*In addition, the interview and reference will explore issues relating to safeguarding and promoting the welfare of our students*

E – Essential; D – Desirable

A – Application; L – Letter; O – Observation; I – Interview; R - Reference