



Broughton Hall Catholic School
Person Specification/Selection Criteria for the post of Deputy Headteacher

The school has been designated by the Secretary of State as a school with a religious character. Its Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Catholic Church and the Trust Deeds of the Institute of our Lady of Mercy and the Archdiocese of Liverpool. At all times the school is to serve as a witness to the Catholic faith in Our Lord Jesus Christ. The post is therefore reserved for a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all its aspects.

[A.1] Faith Commitment

	Essential	Desirable	Source
Practising Catholic	E		A/I/R
Involvement in parish community		D	I/R

[A.2] To be able to demonstrate knowledge and understanding of the following in the context of a Catholic School

	Essential	Desirable	Source
Leading worship	E		A/I
Ways of developing religious education and worship	E		A/I
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Catholic ethos of the school.	E		A/I
How relationships should be fostered and developed between the school, parish, its community and the diocese.	E		A/I

[B] Qualifications

	Essential	Desirable	Source
Qualified teacher status	E		A
Degree or equivalent	E		A
Has completed the Catholic Certificate in Religious Studies (CCRS) or the Catholic Teachers' Certificated (CTC) or has a commitment to do so.	E		A/I
Has completed the Catholic Leadership Programme (CLP) or has a commitment to do so		D	A/I

[C] Professional Development

	Essential	Desirable	Source
Evidence of appropriate professional development for the role of deputy headteacher	E		A/I/R
Evidence of recent leadership and management professional development	E		A/I/R
Has successfully undertaken appropriate Child Protection training.	E		A/I
Has successfully undertaken appropriate Designated Senior Leader training.	E		A/I
Has successfully undertaken the Secretary of State's (NCTL, CWDC or local authority) approved "safer recruitment" training or has a commitment to do so before taking up post/ within 12 months of	E		A/I

taking up post.			
-----------------	--	--	--

[D] School leadership and management experience

	Essential	Desirable	Source
Recent successful leadership as a Deputy Head or Assistant Headteacher.		D	A/I/R
Substantial and current experience as a Senior Leader in a Secondary School	E		A/I
Active effective leadership of a team/key stage/curriculum area/ department.	E		A/I
Be able to demonstrate successful/effective leadership in a school in a similar community or facing similar challenges.		D	A/I
To have taken an active effective involvement in school self-evaluation and development planning	E		A/I/R
To have implemented and developed a whole school initiative	E		A/I
To have an understanding of the financial management of a secondary school.		D	A/I
Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement		D	A/I
To have had a key involvement in reviewing and developing the curriculum	E	D	A/I/R
To have had responsibility for policy development and implementation		D	A/I/R
To have had experience of and ability to contribute to staff development across the secondary range (e.g. coaching, mentoring, INSET for staff)	E		A/I/R

[E] Experience and knowledge of teaching

	Essential	Desirable	Source
Experience of teaching in more than one school		D	A
Experience of teaching in a Catholic school		D	A
Significant successful teaching experience within the relevant phase(s)	E		A/I/R
Experience of providing professional challenge and support to others through the performance management process	E		A/I/R
To have a current knowledge and understanding of all 3 Key Stages in the secondary phase	E		A/I/R
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	E		A/I/R
To be able to exemplify how the needs of all pupils have been met through high quality teaching	E		A/I/R
To be able to work effectively with the governing body	E		A/I

[F] Professional Attributes

	Essential	Desirable	Source
To be able to demonstrate an understanding of the needs of pupils at this School and how these could be met	E		A/I
To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E		A/I
Excellent written and verbal communication skills (which will be assessed at all stages of the process)	E		A/I
To be a leader of learning, demonstrating, promoting and encouraging outstanding classroom practice	E		A/I

[G] Professional Skills based on the National Standards for Headteachers

The Deputy Headteacher is expected to have a good knowledge of the National Standards of Excellence for Headteachers (2020) upon which the job description is based and be willing to work towards the achievement of these standards. In addition, the Deputy Headteacher will be expected to work with the governors to set annual personal objectives within the framework of these standards:

- School Culture
- Teaching
- Curriculum and Assessment
- Behaviour
- Additional and Special Educational Needs and Disabilities
- Professional Development
- Organisational Management
- Continuous School Improvement
- Working in Partnership
- Governance and Accountability

The supporting statement for this application should detail the applicants' current knowledge of the ten standards listed above. There is no expectation that a prospective Deputy Headteacher will have fully attained all these standards.

[H] Ethics and Professional Conduct

All the following are essential for the post and will be assessed throughout the process.

Deputy Headteachers are expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

Deputy Headteachers uphold and demonstrate the [Seven Principles of Public Life](#) at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- (1) Selflessness (2) integrity (3) objectivity (4) accountability (5) openness (6) honesty (7) leadership

Deputy Headteachers uphold public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, Deputy Headteachers and should be able to:

- Promote the school's strong educational philosophy and values.
- Inspire, challenge, motivate and empower teams and individuals to achieve high goals.
- Communicate clearly and effectively both orally and in writing in English.
- Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people.
- Build and maintain quality relationships through effective interpersonal skills and communication
- Demonstrate personal and professional integrity including modelling values and vision
- Manage and resolve conflict
- Prioritise, plan and organise work
- Think analytically and creatively and demonstrate initiative in solving problems
- Be aware of the personal strengths and areas for development of others; listen to reflect on and respond to their views

Confidential References and Reports

Positive and supportive references are required from

1. The Catholic priest where the applicant normally worships confirming the applicant is a practising Catholic;
2. The applicant's present school or current employer;
3. Another professional. Where the applicant is not currently employed working with children, this must be the most recent school or college employer. Local agreements may prescribe that the second professional reference is provided by a SIP or local authority adviser whenever possible.

The governors reserve the right in exceptional cases to seek additional references from other former employers where this seems appropriate.

Final confirmation of the appointment is subject to satisfactory reports on health and attendance which will be requested only after the offer of appointment has been made.

[J] Application Form and Supporting Statement

- The CESEW application form must be fully completed and legible.
- Application is via email and should be forwarded to smithg@broughtonhall.com together with a Supporting Statement.
- The supporting statement must be in Arial font size 12 and must not exceed four sides of A4 paper. Any additional pages will not be read.