

**DEPUTY HEADTEACHER, ST AUGUSTINE'S RC PRIMARY SCHOOL
 CRITERIA FOR APPOINTMENT**

Please note source of evidence of fulfilled criteria: Application Form - A Letter – L
 Statement – S References – R Interview - I

TRAINING AND QUALIFICATIONS

| | Essential or Desirable | Evidence |
|---|-------------------------------|-----------------|
| Practising Catholic | E | R |
| Qualified teacher status | E | A |
| Degree | E | A |
| CCRS/CTC or commitment to obtain the certificate | D | A/I |
| Professional development or training undertaken in preparation for deputy headship in a Catholic School | D | A/S |

EXPERIENCE OF TEACHING AND EDUCATIONAL LEADERSHIP

| | Essential or Desirable | Evidence |
|---|-------------------------------|-----------------|
| Successful teaching experience | E | A/R/I |
| Experience of middle leadership | E | A/R/I |
| Other leadership and management experience, | E | A/R/I |
| Experience of SENCo role | D | A/R/I |

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

[Compiled with reference to the National Standards]

The successful candidate will be able to demonstrate skill, knowledge and understanding in the areas listed below.

| | Essential or Desirable | Evidence |
|---|--------------------------------------|-----------------|
| A distinctive personal vision for a Catholic school | E | S/R/I |
| <ul style="list-style-type: none"> • a clear vision for an effective Catholic school • The role of the deputy in leading the spiritual development of pupils and staff • An understanding of the role of the Catholic Multi Academy Trust • The central place of Religious Education as a core subject in the school's curriculum • The implications for a Catholic school in a diverse community • Current educational issues, including national policies, priorities and legislation and any implications of these for Catholic schools • Strategies for ,and commitment to, strengthening a school's link with the wider community including parents, carers and parish • The partnership between the school and the parish community | E E D E D D E D | |

| | | |
|--|---|--|
| <ul style="list-style-type: none"> Leading collective worship | E | |
|--|---|--|

| | | |
|---|-------------|-------|
| The process of strategic planning for school improvement <ul style="list-style-type: none"> The principles and practice of effective school self-evaluation including data analysis The principles and practice of effective teaching, learning and assessment Strategies to promote and sustain individual and team professional development | E E E | S/R/I |
| An understanding of the Diocesan Multi Academy Trust model with particular reference to the Carmel Education Trust. | D | S/I |

PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES

The successful candidate will be able to provide evidence of personal capacity to:-

| | Essential or Desirable | Evidence |
|--|------------------------|----------|
| Communicate effectively to a range of audiences and in a range of media | E | S/I/R/A |
| Build and maintain effective relationships <ul style="list-style-type: none"> Prioritise, plan and organise themselves and others Seek and take account of the views of others Develop effective teamwork | E | S/R/I |
| Convey personal enthusiasm and commitment | E | S/R/I |

APPLICATION FORM AND LETTER

| | Essential or Desirable | Evidence |
|---|------------------------|----------|
| Application form to be completed in full and legible | E | A |
| Supporting statement to be clear, concise and related to the specific post and appointment criteria (<i>recommended 1300 words</i>) | E | L/S |

CONFIDENTIAL REFERENCES AND REPORTS

| | | |
|---|---|---|
| A positive and supportive written faith reference from a priest where the applicant regularly worships. | E | R |
| Reference from current employer/Headteacher (or most recent employer/Headteacher if not currently employed) | E | R |
| A second professional reference | E | R |