



# Venerable Bede Church of England Academy

## Person Specification

### Deputy Head Teacher – Pastoral (Personal Development, Behaviour and Attitudes)



<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• A good quality honours degree or equivalent</li> <li>• NPQH or other professional leadership training or prepared to undertake appropriate training</li> <li>• Up to date with recent educational thinking</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Membership of a senior leadership team (at least 2 years)</li> <li>• Helped to shape overall school vision and ethos</li> <li>• Evidence of impact when leading new initiatives</li> <li>• Experience of leading a successful pastoral team</li> <li>• Experience of leading aspects of personal development</li> <li>• Understanding of the principals of raising levels of pupil attendance</li> <li>• Level 3 Safeguarding trained (DSL an advantage) or prepared to undertake immediate training</li> <li>• Experience / Understanding of SEND Code of Practice</li> <li>• Experience / Understanding of looked after children</li> <li>• Experience / Understanding of contributing to and delivering school improvement strategies</li> <li>• Experience of Strategic and direct leadership and management of Whole School areas of responsibility</li> <li>• Experience of Leading and Managing a number of staff</li> <li>• Substantial teaching experience at secondary level</li> <li>• Evidence of outstanding classroom practice and inspirational leadership</li> <li>• A track record of excellence in teaching and examination outcomes</li> <li>• Experience and understanding of how to build effective relationships with pupils, parents and staff, commanding their confidence</li> <li>• Experience of the appraisal of colleagues</li> <li>• Involvement in effective staff recruitment, induction training and development</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to offer the school strategic leadership</li> <li>• Ability to interpret qualitative and quantitative data to identify trends, understand strengths and weaknesses of the school</li> <li>• Ability to scrutinise, monitor and evaluate to ensure that outstanding progress is made across the school</li> <li>• Ability to review and evaluate the efficacy of all activities</li> <li>• Excellent leadership and management skills</li> <li>• Ability to challenge and inspire colleagues to achieve outstanding practice</li> <li>• Ability to provide effective professional direction and support to staff</li> <li>• Ability to effectively lead and manage change</li> <li>• Outstanding communication and interpersonal skills</li> <li>• Organisational skills of a high order; able to multi-task and prioritise effectively</li> <li>• Have excellent team working skills</li> <li>• Be able to collaborate with others in order to strengthen the schools' organisational capacity.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• High levels of enthusiasm, motivation and a passion for working with children</li> <li>• Excellent attendance and punctuality</li> <li>• Lead, Coach and Mentor staff and teams with integrity</li> <li>• Have a dynamic and flexible leadership style</li> <li>• High expectations of self and others</li> <li>• Inspire, challenge and empower others to carry forward the vision of the Academy</li> <li>• Innovative and able to grow and stimulate initiative in others</li> <li>• Be an advocate for the pupils and staff in our care to enable them to achieve their full potential</li> <li>• Have drive, energy, high expectations and a commitment to achieving standards of excellence</li> <li>• Have the utmost personal integrity and honesty</li> <li>• Have emotional resilience and the ability to work under pressure</li> <li>• Ability to motivate oneself and others to work effectively as an individual and a team member</li> <li>• Ability to support and develop the Christian ethos of the academy</li> </ul>