

St Michael's Church of England High School

Growing in body, mind and spirit

Appointment to post of Associate Deputy Headteacher

Thank you for your interest in this post. Following the application process, shortlisted candidates will be notified by letter.

Person Specification/Selection Criteria

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

Christian Ethos	E/D	Source
Fully supportive of the distinctive Christian ethos of our Church of England Academy	E	A/I
Actively committed to leading Worship	E	A/I
Full and active member of a church in membership of Churches Together in England	E	A/I
A practising Anglican	D	A/I
Qualifications		
Qualified Teacher Status	E	A
Degree or equivalent	E	A
Professional Development		
Recent professional development relevant to the applicant's current role	E	A/I
Professional development in preparation for Senior Leadership	E	A/I
A proven track record of success as a highly effective senior leader who is part of the school Senior Leadership Team	E	A/I
Leadership and management experience		
Active involvement in self-evaluation and improvement planning	E	A/I
Demonstrable impact on whole-school improvement leading to sustained outcomes across multiple areas (e.g. teaching and learning, curriculum, behaviour, outcomes, inclusion)	E	A/I
To have experience of contributing to staff development (INSET)	E	A/I
Knowledge of the Ofsted Inspection Framework and SIAMS Framework	E	A/I
Experience of leading and developing inclusive practice that ensures all pupils can flourish academically, socially and spiritually	E	A/I
Ability to lead and manage change effectively and securing sustainable improvement	E	A/I
Experience of working with Governors and contributing to strategic reporting and accountability	E	A/I
Teaching Experience		
Significant and relevant teaching experience in the secondary phase (KS3 & KS4)	E	A/I
Evidence of pupils achieving outstanding results in external examinations	E	A/I

Professional Attributes		
Demonstrate an understanding of the needs of the pupils at our school and how these could be met	E	A/I
Able to develop a clear rationale for behaviour management and a proven track record of effective implementation of a range of behaviour management strategies	E	A/I
Excellent written and oral communication skills	E	A/I
Strong decision-making skills, including the ability to act with integrity and confidence in high-stakes situations	E	A/I
Ability to produce and interpret data effectively to assess prior attainment, set targets and monitor progress and summarise findings with actions for further improvements	E	A/I
Ability to use ICT skills effectively and awareness of their application in learning and teaching	E	A/I
Resilience and ability to manage and prioritise workload	E	A/I
To be a leader in learning demonstrating, promoting and encouraging outstanding classroom practice	E	A/I
Show a commitment to sustained attendance at work	E	A/I
Continue to promote our strong educational philosophy and values	E	A/I
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	A/I
Be a positive role model at all times, a highly effective and respected representative of our school	E	A/I
Be approachable, person centred	E	A/I
Build and maintain quality relationships through interpersonal skills and effective communication	E	A/I
Demonstrate personal and professional integrity, including modelling Christian values and vision	E	A/I
Inspire trust and confidence across the school community	E	A/I
Think analytically and creatively and demonstrate initiative in solving problems	E	A/I
Be aware of personal strengths and areas for development. Listens to, reflects constructively and acts upon, as appropriate, feedback from others	E	A/I
Ability to demonstrate a commitment to the Equal Opportunities Policy	E	A/I
Awareness of health and safety issues across school	E	A/I

Key

A = Application

I = Interview