



## Person Specification – ASSISTANT HEADTEACHER

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Please make sure, when completing your application, you give clear examples of how you meet the essential and desirable criteria.		
Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> <li>Successful teaching experience within the primary sector</li> <li>Evidence of successful subject leadership and management</li> <li>Demonstrable impact on school improvement.</li> <li>Demonstrable experience of using performance management and performance data to inform target setting, planning and policy.</li> <li>Evidence of successful leadership and management through monitoring and evaluation strategies to raise the standards of the quality of teaching and learning and student outcomes</li> <li>Line management of others.</li> <li>Experience of leading in Maths &amp; English &amp;/or Early Years Foundation Stage &amp;/or KS1/ KS2 Teaching &amp; Learning &amp;/or Assessment</li> </ul>	<p>Experience of leading in</p> <ul style="list-style-type: none"> <li>Management of support staff</li> <li>Safeguarding training (DSL/ Deputy DSL)</li> </ul> <p>Experience of improving communication between school and parents</p> <p>Experience of effective collaboration with external agencies</p>
Skills/ Abilities	<ul style="list-style-type: none"> <li>Able to deliver consistently high quality lessons, evaluate the impact of these and develop future planning accordingly.</li> <li>Ability to lead on a whole school project or initiative.</li> <li>Able to communicate with a variety of stakeholders (e.g. governors, colleagues, parents, school council, pupil groups, the community, external agencies).</li> <li>Able to lead, coach and mentor others, persuading and influencing those resistant to the management of change.</li> <li>The ability to build and lead teams efficiently and effectively using skills of motivation, delegation and time management</li> <li>Sound knowledge of the Early Years Curriculum and Primary National Curriculum</li> <li>Able to monitor and evaluate teaching, learning and school policy.</li> <li>Able to identify the necessary resources, which ensure high quality teaching and learning.</li> <li>Able to assess the needs of individuals to inform the targeting of individual needs e.g.: SEN. EAL</li> <li>Ability to think strategically</li> <li>An ability to undertake the responsibility of the day-to-day management of the school, in the absence of the Headteacher</li> </ul>	<p>Knowledge of school self-evaluation requirements</p> <p>A creative approach to learning and teaching</p> <p>Experience of developing teachers from good to outstanding</p> <p>Knowledge of the role of the governing body</p>
Equality	<ul style="list-style-type: none"> <li>Demonstrable commitment to inclusive teaching and learning.</li> <li>Awareness of the effects of discrimination on pupils, parents, colleagues and policy.</li> </ul>	
Specialist Knowledge	<ul style="list-style-type: none"> <li>Secure knowledge of statutory requirements relating to the curriculum and assessment</li> <li>Knowledge in use of IT software to support assessment</li> </ul>	
Education and Training	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Evidence of and commitment to on-going CPD</li> </ul>	<p>Further professional qualification i.e. Leadership Pathways or NPQML, NPQSL</p> <p>GDPR training</p>