** Marlborough Primary School**

**PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER**

**(Assessment) (Class based): L6 – L10**

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|  | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher status
* Degree /PGCE or equivalent qualifications
 | * Other educational / professional qualifications
* Working on / willingness to undertake NPQH
* Non-educational qualifications e.g. sport, music, first aid
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| Knowledge and Experience | * Successful teaching experience and proven track record of raising standards in Key Stage 2 (KS2) and in particular end of KS2 outcomes.
* Minimum of five years recent experience in Primary School
* Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress
* An excellent understanding of and experience in using assessment and data management
* Experience in leading one or more curriculum areas, including identifying needs, planning, monitoring and evaluation of standards
* Proven ability in leading staff teams / curriculum development and measuring progress
* Experience as a Senior Leader team member
* Experience of coaching/ mentoring/performance management/supporting colleagues
* Experience of meeting the needs of all pupils especially those with SEND or Additional Language Needs
* Experience in strategic improvement planning, monitoring and evaluation
 | * Experience of management and leadership of a team of teachers and support staff
* Experience in leading an aspect of non-curricular development e.g. Pupil Council, Parents’ Groups and Children’s University
* Experience of leading and supporting CPD e.g. mentor for trainees, in-school programmes
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| Professional Skills | * Excellent teaching experience
* Ability to work cooperatively as a leader and member of a team and in different partnerships
* Proven ability to implement strategies for raising pupil achievement including monitoring and evaluation of the work of others including a knowledge of data management and use of assessment tracking systems
* Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best
* ICT skills for teaching and management
* Confidence, clarity and decisiveness in making and carrying out decisions
 | * Experience in working with other partners – Secondary/pre-school/ extended services/cluster group
* Experience in Safeguarding procedures including Child Protection
* Experience in managing non-teaching staff e.g. TAs
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| Professional Ethos and Commitment | * High expectations for self and others and a strong commitment to raising achievements
* Commitment to promote home-school partnerships
* High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child
* Willingness to be involved in extra-curricular and undertake activities
 | * Awareness and willingness to be involved in partnerships that support school
* Experience of innovation and creativity in the curriculum
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| Personal Qualities | * Approachable with excellent interpersonal skills
* Ability to promote and develop positive relationships within and beyond the school
* Ability to set and work to deadlines
* Ability to remain positive and retain your sense of humour!
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March 2021