

King Athelstan Primary School

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Headteacher: Emily Newton

PERSON SPECIFICATION - ASSISTANT HEAD TEACHER (INCLUSION)

Selection for interview will be based on the criteria outlined in this form. At each stage of the process an assessment will be made by the appointment panel to determine how far the criteria have been met. Candidates who do not meet essential criteria will not be considered

Criteria should be addressed on the application form and/or in the statement of application as indicated. Criteria will be further tested later in the process through interviews and observation of teaching.

When completing your statement of application, you should ensure that you provide supporting evidence of how you meet the criteria through reference to recent work or other relevant experience

Qualifications and Experience	Essential	Desirable
DfE Qualified Teacher Status	✓	
SENCo National Professional Qualification or willingness to complete on commencement.	✓	
Evidence of relevant and recent professional development	✓	
Level 3 DSL qualification (or willingness to complete)		✓
Substantial successful teaching experience across the primary age range (minimum of 5 years)	✓	
Proven experience of leading and developing SEND/Inclusion provision within a primary setting	✓	
Experience of working effectively with families and external agencies	✓	
Experience as a Designated Safeguarding Lead		✓
Skills and Knowledge		
Excellent knowledge of SEND legislation and the SEN Code of Practice (2014)	✓	
Excellent understanding of a wide range of SEND and how provision can meet each child's needs	✓	
Strong understanding that all behaviour is a form of communication and how the wellbeing of children (including trauma and attachment) impacts learning	✓	
Strong understanding of effective intervention strategies and inclusive classroom practice	✓	
Ability to use monitoring activities (e.g. data analysis, observation, book scrutiny) to drive improvement	✓	
Excellent communication, interpersonal and organisational skills	✓	
Up-to-date knowledge of safeguarding requirements and procedures		✓
Strong classroom practice and behaviour management skills	✓	
Competent ICT skills, including information management and assessment systems	✓	
Ability to work collaboratively, motivate others and lead new initiatives	✓	
Effective time management and exceptional organisational skills with the proven ability to work with resilience and flexibility under pressure	✓	
Broad understanding of multi-agency approaches		✓

Personal Qualities and Commitments

High expectations for all pupils and a strong belief in inclusive education to enable every child to succeed	✓	
Commitment to upholding and promoting the ethos and values of the school	✓	
Ability to inspire, motivate, and influence colleagues to improve practice	✓	
Ability to communicate clearly and sensitively with children, staff, parents/carers, and governors	✓	
Commitment to maintaining confidentiality and promoting equality	✓	
Commitment to contributing to the wider community in the life of the school community	✓	
Commitment to safeguarding and promoting the welfare of children	✓	

SAFER RECRUITMENT STATEMENT

King Athelstan Primary School is committed to safer recruitment and prioritises safeguarding in all aspects of our recruitment process.

The Royal Borough of Kingston upon Thames is an equal opportunities employer. This authority is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

All candidates should to complete a suitability declaration. All successful candidates will be subject to: An enhanced DBS check with barred list check; A prohibition from teaching check; A section 128 check; Online searches; Verification of ID, qualifications and right to work in the UK; Satisfactory references

Our child protection policy and recruitment of ex-offenders' policy are available on request from the school office.