

**ASTON TOWER COMMUNITY PRIMARY SCHOOL**

**PERSON SPECIFICATION: ASSISTANT HEADTEACHER**

**Aston Tower Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced CRB check is required for the successful applicant.**

	<b>ESSENTIAL</b>	<b>METHOD OF ASSESSMENT*</b>
<b>INITIAL QUALIFICATIONS</b>	Qualified Teacher Status.	<b>A</b>
<b>FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT</b>	Recent, relevant in-service training in current educational practice, including curriculum development.	<b>A</b>
<b>EXPERIENCE</b>	<p>Very successful recent primary teaching experience.</p> <p>Evidence of successful leadership/management in an aspect of school life which has led to raised levels of achievement through improving teaching, curriculum and ethos.</p> <p>Demonstrate a sound understanding and experience of Performance Management and how it is used to improve performance.</p> <p>Successful experience of partnership working with parents and the wider community.</p>	<p><b>A, I, T</b></p> <p><b>A, I,</b></p> <p><b>A, I</b></p> <p><b>A, I</b></p>
<b>SKILLS AND ATTITUDES</b>	<p>Excellent primary teacher as demonstrable in current practice</p> <p>Strong understanding of current best practice in the primary curriculum.</p> <p>Strong practice in the teaching at key stage 2.</p> <p>Demonstrate and promote high expectations of staff and pupils.</p> <p>Ability to monitor and evaluate in a way which leads to improvement.</p> <p>Ability to manage the implementation of change effectively raising expectations and promoting improvement in others.</p> <p>Strong interpersonal skills and able to manage and motivate individuals and teams effectively creating a positive working environment that leads to improvements for pupils.</p> <p>Able to coach and mentor others to improve their performance</p> <p>Ability to work to high professional standards, strategically and operationally.</p> <p>Able to build trust and mutual respect between pupils, families and staff.</p>	<p><b>A, I, T</b></p> <p><b>A, I, T</b></p> <p><b>A, I,</b></p> <p><b>A, I, T</b></p> <p><b>A, I,</b></p> <p><b>A, I,</b></p> <p><b>A, I</b></p> <p><b>A, I, T</b></p> <p><b>I, T</b></p> <p><b>A, I</b></p>

	<p>Commitment to promoting a multi-cultural ethos.</p> <p>Be able to problem-solve and find solutions to challenges</p>	<p><b>A, I</b></p> <p><b>I, T</b></p>
<b>OTHER</b>	<p>Evidence of the promotion of positive behaviour strategies and constructive handling of problems.</p> <p>Evidence of actively involving all staff, parents, governors and the community in the life and work of the school.</p> <p>Evidence of implementing equal opportunities</p> <p>Evidence of promoting legislation essential for the health, safety and well being of the school community including safeguarding/ child protection practice.</p>	<p><b>A, I,</b></p> <p><b>A, I,</b></p> <p><b>A, I,</b></p> <p><b>A, I</b></p>
<b>OTHER</b>		

- \*Those elements marked **A-** will be assessed in your **Application**.
- \*Those elements marked - will be assessed in your **Application** and during the selection process e.g. Interview,

**NB:** *If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.*