

## Abbey Primary School

### Appointment of Assistant Head Teacher Key Stage 1

#### Person Specification

Category	Essential	Desirable	Evidence
<b>Experience</b>			
• Teaching experience of primary aged pupils	✓		
• Excellent classroom practitioner	✓		
• Teaching experience in Years 1 & 2	✓		
• Experience of teaching Read Write Inc phonics programme		✓	
• Teaching experience in Key Stage 2		✓	
• Experience in more than one school		✓	
• Experience of holding a Leadership post		✓	
• Development of learning and teaching	✓		
<b>Education and Training</b>			
• Qualified teacher status	✓		
• National Professional Leadership Qualification		✓	
• Designated Person Training		✓	
• Evidence of participation in recent and relevant professional development	✓		
• Experience of leading professional development		✓	
• Evidence of awareness of current national developments in education	✓		
<b>Shaping the future</b>			
• Ability to work to implement a shared vision	✓		
• Commitment to school improvement	✓		
• Ability to support the implementation of a strategic school plan reflecting appropriate priorities	✓		
• Ability to support the monitoring and evaluation of the performance and progress of the school, including the quality of the teaching and learning	✓		
• Ability to manage change effectively	✓		
<b>Leading learning, developing teaching</b>			
• Ability to ensure that a stimulating, rigorous and suitably challenging learning environment is in place as an exemplar of good practice	✓		
• Ability to provide inspirational leadership with a positive attitude, and to generate high expectations, enthusiasm and commitment	✓		
• A commitment to sound equal opportunities practice and inclusion	✓		

<b>Developing self and working with others</b>			
• Ability to demonstrate and implement a range of management and leadership styles in the area of delegated responsibilities	✓		
• Ability to successfully coach, mentor, motivate, inspire and sustain individuals and teams	✓		
• Ability to relate effectively with and gain the respect of staff and children	✓		
• A commitment to continuing professional development for self and all others within school	✓		
• Excellent interpersonal skills able to challenge and support staff	✓		
<b>Managing the organisation</b>			
• The ability to think creatively, to anticipate and solve problems including under pressure	✓		
<b>Securing accountability</b>			
• A demonstrable track record of strategic and innovative thinking and translating this into effective operational outputs	✓		
• Ability to maintain records and manage information so that the school is able to account for all aspects of performance to governors, Local Authority and others	✓		
<b>Strengthening community</b>			
• Ability to develop appropriate and effective links with parents, carers and the wider community, including external agencies to support the learning of pupils	✓		
• Ability to work effectively with the governing body	✓		
• Ability to draw from and contribute to a range of family and local authority networks	✓		
<b>Personal Qualities</b>			
• Suitability for working with children	✓*		
• Commitment	✓		
• Enthusiasm/Optimism	✓		
• Evidence of strong negotiating and influencing/communication skills	✓		
• Creativity	✓		
• Good organisational skills	✓		
• Team Player	✓		
• Flexibility			
• Sense of humour	✓		
• Willingness to be involved in the total life of the school	✓		
• Commitment to equal opportunities and inclusion	✓		
<b>School specific qualities</b>			
• Commitment to school improvement	✓		
• Commitment to high standards of teaching and learning in all curricular areas	✓		
• Understanding the importance of monitoring outcomes to raise standards	✓		
• To understand and lead the school's safeguarding systems and procedures in the absence of the DSL	✓		