



Higher Failsworth Primary School

Person Specification/Selection Criteria for Assistant Headteacher

Source Key: A= Application Form; I = Interview

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

	Essential (E) Desirable (D)	Source
Qualifications, Experience and Professional Development		
<ul style="list-style-type: none"> Qualified teacher status 	E	A
<ul style="list-style-type: none"> Degree 	E	A
<ul style="list-style-type: none"> Other relevant qualifications 	D	A
<ul style="list-style-type: none"> Professional development in preparation for leadership 	E	A
Leadership and Management Experience		
<ul style="list-style-type: none"> Substantial and current experience as a middle leader in a primary school 	E	A/I
<ul style="list-style-type: none"> Has experience of and involvement in effective inclusion policy and practice across school 	E	A/I
<ul style="list-style-type: none"> Experience of leading, managing, motivating and developing staff 	E	A/I
<ul style="list-style-type: none"> Leadership in aspects of school life involving contact with parents and the wider community 	E	A/I
<ul style="list-style-type: none"> Responsibility of leading an improvement area in school 	E	I
<ul style="list-style-type: none"> Leadership of an aspect of school improvement and/or curriculum area 	E	I
<ul style="list-style-type: none"> Experience of policy development and implementation 	D	A
<ul style="list-style-type: none"> Experience of and the ability to contribute to staff development across the primary range (e.g. coaching, mentoring, INSET) 	E	A/I
<ul style="list-style-type: none"> Experience in school self-evaluation and improvement planning 	D	A/I
Teaching Experience		
<ul style="list-style-type: none"> To be an outstanding classroom practitioner setting high expectations and standards of achievement, progress and behaviour 	E	A
<ul style="list-style-type: none"> Ability to use data, assessment and target setting to raise standards and meet the needs of all pupils through high quality teaching 	E	A/I
<ul style="list-style-type: none"> Varied experience and understanding of teaching and learning across the primary age range 	E	A/I
<ul style="list-style-type: none"> Experience of leading, managing, motivating and developing staff 	E	A/I
<ul style="list-style-type: none"> Demonstrate insight and understanding of a range of creative, inclusive learning and teaching strategies and their impact on achievement. 	E	A/I
<ul style="list-style-type: none"> Demonstrate insight and understanding of the importance of an inclusive, engaging, and creative curriculum that inspires and motivates learners to make progress and achieve the highest possible standards. 	E	A/I
Personal Skills and Attributes		
<ul style="list-style-type: none"> Commitment to high standards and continuous improvement 	E	
<ul style="list-style-type: none"> Evidence of strong professional subject knowledge 	E	

<ul style="list-style-type: none"> • Ability to coach and mentor individuals to achieve specific outcomes 	D	
<ul style="list-style-type: none"> • Ability to challenge and inspire colleagues 	E	
<ul style="list-style-type: none"> • The ability to strategically plan, monitor, evaluate, review and lead by example 	E	
<ul style="list-style-type: none"> • Ability to manage the implementation of change sensitively 	E	
<ul style="list-style-type: none"> • Ability to lead and work as part of effective teams 	E	
<ul style="list-style-type: none"> • High level of written and oral communication skills 	E	
<ul style="list-style-type: none"> • Good reasoning powers and good judgement 	E	
<ul style="list-style-type: none"> • A commitment to work collaboratively 	E	
<ul style="list-style-type: none"> • Ability to analyse, interpret and act upon relevant school self-review information and data. 	E	
<ul style="list-style-type: none"> • Ability to work closely and effectively with the Headteacher and Governors 	E	
<ul style="list-style-type: none"> • Promotion of positive behaviour strategies and constructive handling of problems 	E	
<ul style="list-style-type: none"> • Ability to promote and develop a solution focused approach across school 	E	
<ul style="list-style-type: none"> • Substantial knowledge of the primary curriculum, current curriculum developments and an understanding of the principles of good curriculum provision 	E	
<ul style="list-style-type: none"> • Secure knowledge of what good and outstanding teaching looks like 	E	
<ul style="list-style-type: none"> • Commitment to promoting equal opportunities and meeting the educational, social and emotional needs of all children 	E	
<ul style="list-style-type: none"> • Ability to manage pressure effectively and demonstrate resilience 	E	
<ul style="list-style-type: none"> • Confidence in the use and development of ICT 	E	
<ul style="list-style-type: none"> • Commitment to the safeguarding of children and young people 	E	