

## PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER

	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>MEASURED BY</u>
<b><u>EXPERIENCE</u></b>			<b>A-Application D-Documentation I-Interview R-Reference</b>
Experience of effective middle and/or senior leadership and management of whole school initiatives	YES		A I R
Experience of working with assessment data and information to support the identification of gaps and improve impact of teaching and learning	YES		A I
Experience of leading teams effectively to improve performance	YES		A I R
Experience of working with and coordinating with outside agencies	YES		A I
Experience of monitoring and evaluating teaching and learning and/or the impact of the curriculum model		YES	A I
Successful experience of working in a senior leadership role		YES	A I R
Experience of leading strategic projects which make improvements across the whole academy		YES	A I R
<b><u>QUALIFICATIONS</u></b>			
Hold QTS status	YES		A D
Achieved at least Safeguarding Level 1	YES		A D
Holds additional qualifications (such as NPQSL) which show commitment towards continuing professional development		YES	A D
<b><u>SKILLS, KNOWLEDGE, ABILITIES</u></b>			
Experience of working in KS1/KS2	YES		A I R
Experience of working in and leading in upper KS2		YES	A I R
Has lead and administered key statutory assessments, preferably in Y6 SATs		YES	A I
Be an excellent classroom practitioner	YES		A I R
Be committed to raising standards of attainment and achievement for all	YES		A R
Be an excellent team player	YES		I R
Fully support the ethos of the academy and promoting positive discipline	YES		I R
Be committed to creating an environment that nurtures and stimulates	YES		A I R

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positive attitudes and independence			
Be able to plan effectively to meet the learning needs of the children	YES		A I R
Have excellent ICT skills to enhance learning	YES		A I R
Demonstrate good organisational skills	YES		A I R
Knowledge of monitoring, assessing and evaluating pupils progress	YES		A I R
Knowledge of National Strategies and the Primary Curriculum	YES		A I
Knowledge and understanding of a range of performance data, its analysis and use to inform future planning and sequences of learning	YES		A I
Strong experience of a wide range of pastoral strategies to promote positive behaviour and pupil development	YES		A I

### **PERSONAL QUALITIES**

Be committed to Continuing Professional Development	YES		A D I
Enthusiastic, positive, conscientious and flexible	YES		A I R
Able to balance multiple priorities and show strong time management	YES		I
Have a commitment to the principals of inclusion, equality and safeguarding	YES		A I
Confident to lead through example and have the ability to motivate, empower and inspire staff and pupils	YES		A I
Strong interpersonal skills and the ability to maintain productive and positive relationships with all stakeholders	YES		A I
Effective communicator	YES		A I R
Able to think on their feet and think outside of the box		YES	A I
Be an active participant in all aspects of school life		YES	A I R
Have a good sense of humour		YES	A I
Has a passion for school improvement		YES	I

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