



**Assistant Headteacher Colindale Primary School –  
Lower KS2 Phase and EAL Leader, and DDSL**

**QUALIFICATIONS**

Qualified teacher status, degree level qualification, or equivalent

Further relevant professional/academic study and evidence of CPD and knowledge of current issues in education.

At least three years of proven strong, successful leadership and management experience in a primary school.

**Experience**

Successful teaching experience in the primary age range.

Substantial knowledge and understanding of learning and teaching at Key Stage 2 and for pupils with English as an Additional Language.

Raising standards that have impacted positively on pupil attainment and teaching and learning, including for pupils with SEND, disadvantaged pupils and those who have English as an Additional Language.

Significant experience in evaluating and using data to plan and improve pupil performance, including for pupils with SEND, and those who have English as an Additional Language.

Leadership of a significant area or phase, including responsibility for raising standards across the whole school and contributing to self-evaluation and school improvement.

Leading EAL provision within a primary school or considerable experience of effective teaching of pupils with EAL.

Teaching in more than one key stage.

Promoting excellent behaviours for learning and managing children with challenging behaviours in a positive way.

Working with parents and with the wider school community.

Articulating clear vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes.

Empowering all pupils and staff to excel.

Implementing, managing and evaluating change in a collaborative way.

Promoting and safeguarding the welfare of pupils

Building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement

<b>Knowledge</b>
<p>A clear understanding of the essential components necessary for effective teaching and learning.</p> <p>The principles of effective assessment for learning.</p> <p>Whole school self-evaluation.</p> <p>Data analysis and the ability to use data to set targets for improvement.</p>
<b>Skills and abilities</b>
<p>Demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity.</p> <p>Demonstrate outstanding teaching practice.</p> <p>Inspire, challenge, motivate and empower others to carry the vision forward.</p> <p>Lead and manage people to work towards common goals.</p> <p>Investigate, resolve problems and make decisions.</p> <p>Communicate effectively to a wide range of different audiences (verbal, written, using IT as appropriate).</p> <p>Ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education.</p> <p>Expect and facilitate all children to reach their potential irrespective of social background.</p> <p>Manage pupil discipline and have a commitment to a high level of pastoral care.</p> <p>Foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.</p>
<b>PERSONAL ATTRIBUTES</b>
<p>Creative, enthusiastic and proactive, keen to embrace new ideas and challenges.</p> <p>Confidence and excellent inter-personal skills.</p> <p>Loyalty and confidentiality.</p> <p>Committed to continuing professional development for self and others.</p> <p>A commitment to building and maintaining effective and positive relationships with parents, carers, the wider community and other schools.</p> <p>Inspiring and influencing others, within the school, to believe in the fundamental importance and value of education in young people's lives.</p> <p>Excellent communication skills.</p> <p>Administrative, organisational and time management skills; the ability to work under pressure and to tight deadlines.</p>