

Person specification – Assistant Headteacher

Elson Junior School



E = Essential D = Desirable

CRITERIA	QUALITIES
Qualifications and training	• Qualified teacher status (E) • Degree (E) • Professional development in preparation for a leadership role (E) • Completion of a relevant NPQ qualification (D) • Evidence of post-graduate study/research (D)
Experience	• Leadership and management experience in a primary or junior school (E) • Minimum of 5 years' teaching experience, including in KS2 (E) • Involvement in school self-evaluation and school improvement planning (E) • Demonstrable experience of staff development (E) • Experience of implementing evidence-based school improvement initiatives, with the ability to demonstrate impact (E) • Successful line management experience (D)
Leading teaching and learning	• Outstanding classroom practitioner (E) • School-wide curriculum development in-line with DfE and Ofsted expectations (E) • Understanding of successful strategies for closing the achievement gap for different groups of children, including disadvantaged and SEND (E) • Evidence of successful management of monitoring and evaluation strategies relating to quality of teaching and learning, and pupil outcomes (E) • Participation in an evidence-based performance management system resulting in rigorous accountability (D)
Skills and knowledge	• Thorough understanding of the KS2 curriculum and how to implement this across all subjects, ensuring clear progression of knowledge and skills (E) • Understanding of what high-quality teaching looks like, and the ability to model this for others and support others to improve (E) • Effective communication and interpersonal skills (E) • Ability to communicate a vision and inspire others (E) • Ability to build effective working relationships (E) • Up-to-date understanding of evidence-based best practice in schools (E) • Track record of developing, empowering and supporting individuals and teams (E) • Experience of inspection and other external review processes (E) • Understanding of the Ofsted Inspection Framework (E) • Have a clear understanding of safeguarding expectations in school, their implementation and the role of the DSL (E) • Willingness to be trained and assume the DSL role (E) • Recent experience as a DSL or DDSL (D) • Understanding of curriculum-led budget planning (D)
Personal qualities	• A commitment to getting the best outcomes for all pupils and Elson Junior School and promoting the ethos and values of the school (E) • A commitment to upholding public trust in school leadership and maintaining high standards of ethics, behaviour and professional conduct (E) • Ability to work under pressure and prioritise effectively (E) • Ability to build positive and respectful relationships across the school, community and local area (E) • Commitment to maintaining confidentiality at all times (E) • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position (E)

