**Assistant Headteacher - Person Specification**

***Your application will be judged on its direct relevance to the following person specification; it will be judged, too, on the quality of its content.***

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| **ESSENTIAL**  | **DESIRABLE** | **MEASURED** |
| **Education, Qualifications and Experience*** Degree and Qualified Teacher Status, currently a middle leader or senior leader, experience of working at two or more Primary schools
* Induction year passed (if applicable)
* DSL trained, currently working as the DSL or part of a DSL team
* Excellent understanding of KS2
 | * Further degree /post graduate study /wider relevant experience
* Recent and relevant personal professional development (This may include NPQs)
* Recent experience of Ofsted inspection
* Recent experience of being a SENDCo or working closely with a SENDCo
 | Application |
| **Leadership and Management*** Currently a highly regarded senior teacher/leader with a track record of sustained school improvement, including writing, delivering, monitoring and evaluating improvement plans
* A strong understanding of safeguarding requirements and commitment to meeting them fully as part of the duty of care
* Able to demonstrate an innovative and adaptable management style to successfully lead whole-school initiatives, while also being supportive, motivating and challenging
* Able to lead the development of teaching, learning and the curriculum, including giving precise feedback and strong direction where required
* Able to support the leadership of behaviour management and make positive changes to the attitudes of learners and staff while maintaining high expectations of exceptional behaviour from all
* Able to lead CPD training and performance monitoring/appraisal processes
 | * Able to demonstrate a strategic approach to assessment for learning / personalisation of the curriculum for all groups of learners
* Able to demonstrate a strategic approach to planning CPD for whole staff / teams / groups
 | ApplicationInterviewReference |
| **ESSENTIAL**  | **DESIRABLE** | **MEASURED** |
| **Skills*** An outstanding classroom teacher who promotes ambition and achievement for all pupils, including those who are vulnerable or have SEND, with the ability to develop other staff to be the same
* Excellent inter-personal skills and presentation skills, with the ability to manage difficult conversations and build trust with all stakeholders
* Effective decision maker with good judgment on when to modify and when to maintain a position
* Ability to take the initiative and also to support the Head of School to build a team that accepts responsibility and accountability
* Excellent time management, organisational and delegation skills and ability to manage workloads
 | * Experience of working successfully with groups such as governors and PTA
* Experience of working with other professional agencies, learning networks and partnerships
* Experience of managing and setting budgets
* Experience of working with fund-raisers and community project groups
 | ApplicationInterviewReference |
| **Attributes and Values*** Personal qualities of commitment, integrity, flexibility and enthusiasm with a robust disposition that shows energy and resilience alongside warmth and tolerance
* Able to make a positive impact, to articulate and to model our ‘GIVERS’ values
* Open and approachable with a vision that inspires others but is also grounded in reality, promotes equality and challenges discrimination
* Able to demonstrate good humour, adaptability and empathy
 | * Able to show creativity and excitement about the curriculum and its possibilities for enhancing learning
 | ApplicationInterviewReference |