**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 | Application  Interview  Reference |
| **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 | Application  Interview  Reference |
| **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 | Application  Interview  Reference |