

Person Specification - Assistant Head



Behaviour, Attendance & Safeguarding (DSL)

Qualifications & Training

Essential

- Qualified Teacher Status (QTS)
- Evidence of continued professional development relevant to leadership
- Safeguarding training (or willingness to undertake DSL training immediately)

Desirable

- National Professional Qualification for Headship (NPQH) or Senior Leadership (NPQSL)
 - Accredited safeguarding/child protection training at DSL level
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Experience

Essential

- Significant teaching experience with evidence of outstanding classroom practice
- Proven experience of successful middle or senior leadership
- Experience of leading or contributing to whole-school behaviour strategies
- Experience of improving student attendance
- Experience of working with vulnerable students and external agencies
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Desirable

- Experience as a Designated Safeguarding Lead or Deputy DSL
 - Experience of leading safeguarding in a school setting
 - Experience of working in a multi-agency context (e.g. social care, CAMHS)
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Knowledge & Understanding

Essential

- Strong understanding of effective behaviour management strategies and inclusive practice
- Knowledge of statutory safeguarding guidance (e.g. *Keeping Children Safe in Education*)
- Understanding of attendance legislation and best practice
- Awareness of barriers to learning, including safeguarding and wellbeing issues
- Knowledge of data analysis to drive school improvement

Desirable

- Understanding of trauma-informed practice
 - Knowledge of alternative provision and inclusion strategies
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Skills & Abilities

Essential

- Ability to lead, inspire and motivate staff and students
- Strong analytical skills with the ability to use data to inform decisions
- Excellent communication and interpersonal skills

- Ability to manage complex situations calmly and effectively
- Strong organisational skills and attention to detail
- Ability to work collaboratively with staff, families, governors and external agencies

Desirable

- Ability to deliver high-quality staff training and professional development
 - Skilled in coaching and mentoring colleagues
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Personal Qualities

Essential

- Commitment to safeguarding and promoting the welfare of children
 - High expectations of behaviour and achievement for all students
 - Resilience, integrity, and emotional intelligence
 - Commitment to inclusion and equality of opportunity
 - Ability to maintain confidentiality and exercise professional judgement
 - Proactive, reflective and solutions-focused approach
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Other Requirements

Essential

- Willingness to undertake the responsibilities of Designated Safeguarding Lead
- Commitment to wider school life
- Enhanced DBS clearance

The Hythe Community Primary School are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be subject to an enhanced DBS disclosure and the successful applicant will be registered, as required, with the relevant body.

All members of staff have a responsibility for promoting and safeguarding the welfare of children and young persons they are responsible for, or come into contact with.