



## Northwood Community Primary School – Assistant Headteacher: Inclusion Person Specification

ESSENTIAL CRITERIA	QUALITIES
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Good degree or equivalent</li> <li>Professional development in preparation for a leadership role</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Successful leadership and management experience in a school</li> <li>At least 5 years teaching experience as an outstanding practitioner</li> <li>Involvement in effective school self-evaluation, monitoring and evaluation practice and improvement planning</li> <li>Line management experience</li> <li>Experience leading staff meetings &amp; contributing to staff development</li> <li>Experience working with &amp; involving Governors</li> <li>Experience developing links with the community</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>Sound knowledge of the 4 areas SEND</li> <li>Thorough knowledge of the power of effective coaching</li> <li>Data analysis skills, and the ability to use data efficiently to identify improvement priorities and set targets</li> <li>Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>Ability to inspire staff to be their best</li> <li>Ability to raise the aspirations of children and families</li> <li>Understanding of school finances and financial management</li> <li>Ability to communicate a vision and inspire others</li> <li>Ability to build effective working relationships and productive teams</li> <li>Knowledge of National educational issues</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>Ability to work under pressure, meet deadlines and prioritise effectively</li> <li>Excellent communication &amp; interpersonal skills</li> <li>Excellent delegation skills and organisation skills to monitor staff supportively</li> <li>Commitment to maintaining confidentiality at all times</li> <li>Ability to handle conflict and resolve difficult situations</li> <li>Patience and relational intelligence</li> <li>Commitment to safeguarding and equality</li> <li>Excellent IT skills</li> </ul>