

Personal specification – Sacred Heart Catholic Primary School.

Assistant Headteacher

| CRITERIA | QUALITIES | ESSENTIAL | DESIRABLE |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------|
| Qualifications and training Commitment to the Catholic Faith | <ul style="list-style-type: none"> ● Practising Catholic ● Qualified teacher status ● Degree ● National professional qualifications ● Catholic Teaching Certificate ● Evidence of ongoing continuous professional development | x x x | x x x |
| Experience | <ul style="list-style-type: none"> ● Successful subject leadership experience in a school ● Leadership experience as a middle or senior leader ● Teaching experience in at least one key stage ● Teaching experience across more than one key stage ● Involvement in school self-evaluation and development planning or action planning ● Demonstrable experience of successful line management and staff development ● Good curriculum knowledge and understanding across the primary phase. | x x x | x x x |

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| Skills and knowledge | <ul style="list-style-type: none"> ● Data analysis skills, and the ability to use data to set targets and identify weaknesses in a subject area. ● Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve ● Effective communication and interpersonal skills ● Ability to communicate a vision and inspire others ● Ability to build effective working relationships ● Ability to deal with any behaviour, emotional and social needs of children. ● Knowledge of emotional coaching and trauma training ● DSL trained | <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> | <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> |
| Personal qualities | <ul style="list-style-type: none"> ● Commitment to uphold the 7 principles of public life (the Nolan principles) at all times ● A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and academy ● Ability to work under pressure and prioritise effectively ● Commitment to maintaining confidentiality at all times ● Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position | <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> <p style="text-align: center;">x</p> | |