

**Assistant Headteacher  
Person Specification**

<b>Specification</b>	<b>Essential</b>	<b>Desirable</b>
Qualifications and training	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• Professional development in preparation for a leadership role</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant professional or academic qualifications</li> <li>• SENDco Award</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Successful teaching, leadership and management experience in a primary school</li> <li>• Teaching experience for a minimum of 5 years across the primary range</li> <li>• Proven track record of good/outstanding teaching and excellent outcomes</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Demonstrable experience of successful line management and staff development</li> <li>• Successful leadership of whole school initiatives</li> <li>• Proven record of tracking and monitoring pupils progress and implementing effective intervention strategies</li> <li>• Ability to interpret data and translate this to priorities for improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Managing conflict resolution where appropriate</li> <li>• Experience of Ofsted and SIAMs Inspections</li> <li>• Leadership of Pupil Premium and Sports Premium</li> <li>• Designated Safeguarding Lead/Deputy Lead</li> <li>• Relevant, recent experience of teaching and leading Collective Worship in a Church of England School</li> </ul>
Knowledge, Understanding and Skills	<ul style="list-style-type: none"> <li>• Understanding of what high-quality teaching and learning looks like, and the ability to model this for others and support others to improve</li> <li>• Experience of managing a budget for a subject or phase</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships</li> <li>• Knowledge and understanding of the curriculum for the primary phase</li> <li>• School Improvement Planning</li> <li>• Monitoring, evaluation and review processes</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to establish an ethos conducive to promoting good relationships whilst maintaining discipline and high standards of behaviour</li> </ul>	
Teaching	<ul style="list-style-type: none"> <li>• Evidence of sustained good/outstanding classroom practice</li> <li>• Excellent pupil outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching in several settings</li> <li>• Experience of supporting teachers to develop and improve their own practice</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>• Clear vision for raising standards</li> <li>• Leadership and management experience e.g. strategic planning, school development planning, monitoring and evaluation, data analysis and target setting, policy development and implementation</li> <li>• Intelligent use of data to improve the quality of behaviour and attendance, teaching and learning and to raise standard of achievement and pupil progress</li> <li>• Building good relationships across the school community</li> <li>• Successfully leading a team to improve standards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working alongside Governors and presenting key information about school performance and areas for development</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Drive, sense of purpose, commitment and perseverance</li> <li>• Ability to inspire, challenge, motivate and empower teams and individuals to achieve</li> <li>• Excellent interpersonal skills</li> <li>• Ability to use information technology to enhance data analysis and make effective use of data and communicate its significance to others</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of our church school</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of successful coaching of colleagues</li> </ul>