ASSISTANT HEADTEACHER PERSON SPECIFICATION

FACTORS	ESSENTIAL	DESIRABLE
Qualifications	Qualified Teacher Status.	Training in middle/senior leadership
Training	Appropriate recent professional training further to basic teaching qualifications.	Relevant training and courses to develop strategic leadership. Attendance on courses related to a) Curriculum Development b) Education Management c) Quality of Teaching Relevant training for KS1 or KS2

Experience	Teaching and raising standards in English and Maths across KS1 and KS2 Teaching in a variety of schools and raising standards at the end of KS1 and KS2 Teaching in a variety of year groups and using different organisational strategies relating to classroom teaching **across KS1 and KS2** Effective curriculum management/implementation of a **major whole school initiative** Experience of monitoring and evaluating classroom practice **in Key Stage 1 and Key Stage 2** in order to raise standards of achievement. Member of Senior Leadership team A minimum of three years' experience as a successful middle leader. Leading INSET on issues related to curriculum development/ quality of teaching and learning.	Working with colleagues to raise standards throughout the 3-11 age range Successful whole school implementation of strategies aimed at raising standards Performance Management implementation as a Team Leader Proven successful experience of coaching and mentoring and raising the quality of teaching and learning in KS1 and KS2 beyond your own classroom and beyond your own school. External moderator in KS1 and KS2

Knowledge & Skills	Good classroom practitioner: quality of teaching and learning is good in the candidate's own classroom. Understanding of the development and implementation of whole school policies, including curriculum development, target setting and assessment issues Excellent knowledge and understanding of primary curriculum, expectations and assessment Good staff management skills Knowledge and experience of OFSTED Inspection process	Outstanding classroom practitioner: quality of teaching and learning is outstanding in the candidate's own classroom. Clear understanding and knowledge of budgetary control.

Personal Qualities	Good communication skills Well organised and able to organise others Enthusiastic team approach to management Ability to motivate and lead a team of teaching and support staff Ability to command the respect, confidence and trust of others Ability to relate to a wide range of people at all levels Ability to set targets, meet deadlines and to work under pressure Ability to promote the child centred ethos within the Trust.	Proactive style of leadership Adaptable and versatile approach. Flexibility Sense of humour
Interests/Motivation relevant to the job	Up to date knowledge of educational trends Full understanding of Primary curriculum and assessment	Up to date knowledge of whole school educational trends Ability and commitment to contribute to extra-curricular activities each week Interests other than education.

Commitment	Should have a commitment to: • Safeguarding children across the school and supporting all adults in school to understand that Safeguarding is everyone's responsibility. • Supporting the distinctive Christian nature of the Schools/Trust. • Maintaining and further developing links with St Bartholomew's/St Benedict Biscop Churches and the community • Continuing the process of raising standards • Helping children of all abilities to reach their full potential • Working in a multicultural school with a genuine commitment to equal opportunities • Involving parents in the life of the school • Working with School Governors • Contributing to a self-evaluating school. • Undertaking the demands and challenging workload which being an Assistant Headteacher inevitably entails (preferably with a smile)	