



Recruitment of Assistant Headteacher for Inclusion

Person Specification Assistant Headteacher for Inclusion

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Graduate, or graduate equivalent • Qualified Teacher status • Evidence of recent INSET • Safeguarding qualification and training 	<ul style="list-style-type: none"> • NPQSL or Masters level qualifications • Commitment to further professional development • SEN Award (or working towards) • DSL qualification • Coaching/mentoring qualification • Mental Health First Aider
Experience	<p>The Assistant Headteacher should have experience of:</p> <ul style="list-style-type: none"> • A successful period teaching in the primary age range • Working effectively with children with SEND, obtaining positive outcomes for them • Leading an aspect of school improvement • Experience as a middle leader or subject leader, having a positive impact across the school • Managing colleagues, including line management, performance management and appraisal • Experience successfully tutoring and/or mentoring SCITT students and/or ECTs • Working in partnership with parents • Leading training and staff development 	<p>In addition, the Assistant Headteacher might have experience of:</p> <ul style="list-style-type: none"> • KS2 experience • Being a SENCo in a primary school • Being a member of SLT • Line management of TAs/LSAs • Pupil Premium Coordinator • Leading interventions or nurture groups • Being a member of the governing body • Coordinating the school's SCITT and ECT management • Leading a residential trip/development and delivery of broader and extra-curricular activities
Knowledge and understanding	<p>The Assistant Headteacher should have advanced knowledge and understanding of:</p> <ul style="list-style-type: none"> • The theory and practice of providing effectively for the individual needs of all children • The National Curriculum • The monitoring, assessment, recording and reporting of pupils' progress • The statutory requirements of legislation concerning child protection • Effective teaching and learning styles, including an understanding 	<p>In addition, the Assistant Headteacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> • Pupils with ASD/Autism • Down's Syndrome • Accelerated Reader • KS2/KS1 SATS • 11 plus • Phonics • SALT • Working with outside agencies, including therapists, Everleaf and Pupil Referral Units



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	<p>of the implementation of Ordinarily Available Provision</p> <ul style="list-style-type: none"> • SEND interventions • SEND Support Plans, including ADPR documents • EHCP applications • Annual reviews 	
Skills	<p>The Assistant Headteacher will be able to:</p> <ul style="list-style-type: none"> • Promote the school's ethos, vision and aims • Promote effective wellbeing management and workload considerations • Develop strong personal relationships within a team exemplifying excellent emotional intelligence • Establish and develop positive relationships with parents, governors and the community • Working effectively in a team • Excellent written and oral communication skills • Excellent ICT skills 	<p>In addition, the Assistant Headteacher might have skills to offer pupils as an extra-curricular club.</p>
Personal characteristics	<ul style="list-style-type: none"> • Commitment to gaining the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Friendly • Calm • Committed • Well-organised • Resilient • Energetic • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit • Ability to work independently and as part of a team 	<ul style="list-style-type: none"> • Sense of perspective and humour • A Growth Mindset • Mindfully emotionally intelligent • A good record of health and attendance • Promotes an appropriate work-life balance for all