

# Person Specification



<b>Job Title:</b>	Assistant Headteacher
<b>Accountable to:</b>	Headteacher

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

E - Essential on appointment, D-Desirable on appointment

Assessment method (AM): Certificates/ Qualifications (C); Application Form (A); Reference (R); Interview Process (I)

<b>Qualifications and Training</b>	<b>E</b>	<b>D</b>	<b>AM</b>
Graduate or Equivalent	X		C
Qualified Teacher Status	X		C
Evidence of recent and relevant further professional development e.g. SENDCo		X	A
<b>Experience and knowledge</b>			
Substantial primary teaching experience	X		A/I
Experience of working in a number of settings in the appropriate age range		X	A/I
Outstanding classroom teacher and role model for others	X		A/R/I
Successful leadership experience across the appropriate age range	X		A/R/I
Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement	X		A/I
Successful experience of leading and managing change, development and improvement	X		A/I
The ability to set high and clear expectations, to hold others accountable for their performance and the contributions they make to the school community	X		A/I
Detailed knowledge of the primary curriculum	X		A/I
Successful experience of curriculum design and implementation	X		A/I
Experience as a SENCO and detailed knowledge of SEN Code of Practice		X	A/I
A good understanding of whole school issues	X		A/I
<b>Skills and abilities</b>			
Able to motivate, promote good relationships and effectively communicate with all stakeholders	X		A/R/I
Prioritise, plan and organise self and others	X		A/R/I
Approachable, caring and empathetic			R/I
Excellent presentation skills		X	I
High level of oral, written and ICT skills		X	A/R/I
Able to inspire, challenge and motivate others	X		A/R/I
Strategic planning and thinking	X		A/R/I
Anticipate problems, develop creative solutions	X		A/R/I
Set and achieve ambitious, challenging goals and targets for self and others	X		A/R/I
<b>Safeguarding</b>			
Demonstrate a commitment to safeguarding and the welfare of children	X		A/R/I
Experience of managing the school's responsibility for safeguarding pupils' wellbeing and providing a safe environment in which pupils can learn.		X	A/R/I
Recent accredited safeguarding training	X		A
<b>Personal Qualities</b>			
Displays a passionate commitment to education	X		A/I
Demonstrate a concern for the pastoral and spiritual welfare of all in school	x		A/I
Builds effective teams	X		A/R/I
Is reflective	X		A/R/I
Committed to inclusion	X		A/R/I