

# Person specification

## Selection criteria: Essential

### Qualifications

- Qualified Teacher Status (QTS) with significant successful experience in Early Years education.
- Evidence of successful leadership in a school setting.
- Proven track record of driving improvement and achieving excellent outcomes for children.
- Enhanced DBS check (or willingness to undergo the check).

### -Experience - is able to demonstrate:

- Vision and strategic leadership of a core subject/key stage.
- Success in teaching a class full-time with at least 5 years teaching experience overall.
- Excellent interpersonal, communication and organisational skills.
- An ability to communicate effectively, both verbally and in writing, with the range of groups and individuals involved with the school.
- An understanding of the role of Assistant Headteacher as described in the Job Description, and the potential and confidence to be successful in the role.
- Success in teaching across the Foundation Stage and Key Stage One.

*Learning Naturally*



# Person specification *continued*

## Selection criteria: Essential (continued)

### Experience - is able to demonstrate:

- Experience and training related to leadership and management.
- Proven success in raising standards.
- A thorough understanding of, and commitment to, safeguarding children.
- Experience of working with other schools, organisations and outside agencies.
- Experience of leading a major aspect of the school's work with a proven positive impact.
- An ability to lead and support staff which has a positive impact on the provision, standards and achievement.
- An ability to use data to set targets for improvement and to monitor progress.
- An ability to effectively monitor and evaluate curriculum delivery.
- Experience of observing lessons and giving accurate and constructive feedback to colleagues.
- Ability to manage a high workload and conflicting priorities.

*Learning Naturally*



# Person specification *continued*

*Learning Naturally*

## Selection criteria: Essential (continued)

### School ethos - supports a view of education in line with our school:

- Creative, active learning leading to children developing independence, a good work ethic and making at least good progress, with an ability to engage, challenge and have high expectations of children, working in partnership with families.
- A commitment to providing a caring, co-operative atmosphere for children and to create an inspirational challenging, disciplined and effective learning environment.
- A commitment to equality of opportunity for all children and adults.

### Relationships - the successful candidate will have:

- An ability and willingness to work collaboratively and supportively within the school team, making positive contributions to the whole school, and particularly to the priorities as outlined in the School Development Plan.
- An ability to use his/her own initiative.
- Experience of working with and developing good relationships with parents, governors and the wider community and to empathise with the points of view of others.
- Enthusiasm, dedication and be sympathetic and approachable with a sense of humour and fun.
- An ability to inspire confidence, respect and openness.
- An ability to know when and when not to offer support or challenge and when to ask for support for yourself.

### Attitude and temperament - the successful candidate will:

- Have an ability to translate care and concern for children into practical actions that make pupils feel safe and enable them to be successful and as independent as possible.
- Be proactive in areas of responsibility and have an awareness of whole school issues.
- Have a commitment to school improvement and to developing own professional skills.
- Have a positive, 'can do' attitude and ability to encourage others to have the same.
- Have a willingness to take on appropriate delegated tasks relevant to the post.
- Show a committed, professional and loyal attitude to the school, openly modelling its aims and values at all times.
- Use and understand discretion, confidentiality and professionalism as a leader and role model.
- Accept feedback, learn from mistakes and take advice.





## Person specification *continued*

### Selection criteria: Desirable

- Experience in monitoring progress and attainment across the school.
- The ability to interpret data and to question what it might really mean.
- An understanding of Health and Safety requirements in schools.
- Ability to make decisions based on the wider needs of the school.



*Learning Naturally*



*"Educating children without costing them their  
childhood."*

*Learning Naturally*