

Person Specification – Fixed Term Assistant Headteacher

Experience

Essential	Desirable	Notes
<ul style="list-style-type: none"> Qualified teacher status At least 5 years of relevant teaching experience Experience in leading a subject Knowledge of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of children Enthusiasm, positivity, and a problem solving approach Evidence of involvement in continuing professional development activities 	<ul style="list-style-type: none"> Experience of more than one stage of the Primary curriculum Knowledge of statutory assessments at the end of EYFS, KS1 and KS2 Experience of applying appraisal processes successfully to contribute to school improvement 	Application form References Interview Presentation

Leading Teaching and Learning (Within the phase, an ability to...)

Essential	Desirable	Notes
<ul style="list-style-type: none"> Raise standards and implement strategies for all in the pursuit of excellence across the year teams Maintain the continuing learning of all members of the school community Address the personalised learning needs of every pupil Demonstrate the principles and practice of effective teaching and learning 	<ul style="list-style-type: none"> Demonstrate personal enthusiasm for and commitment to the learning process Access, analyse and interpret data 	Application form Lesson observation References Interview Presentation

Personal Development and Leading Others (Within the phase, an ability to deliver...)

Essential	Desirable	Notes
<ul style="list-style-type: none"> Effective working relationships Shared leadership Effective team working The sustaining of personal motivation and that of all phase staff The delegation of management tasks and the monitoring of their implementation 	<ul style="list-style-type: none"> Strategies to develop, empower and sustain individuals and teams Collaboration and networks with others within and beyond the year team Challenge, influence and motivation for others to attain high goals An ability to anticipate and solve problems creatively 	Application form References Interview Presentation

Securing Accountability (Within the phase, an ability to deliver...)

Essential	Desirable	Notes
<ul style="list-style-type: none"> • An understanding of the principles and practice of school self evaluation • A curriculum that promotes the academic, spiritual, moral, social, emotional and cultural development of all its pupils, including British Values • Hold individuals and teams accountable for pupil learning outcomes 	<ul style="list-style-type: none"> • An understanding of local and national education priorities • A systematic and rigorous self-evaluation of the work of the phase, engaging the school community • An understanding of the strengths and weaknesses of the phase through the use of data • The analysis of outcomes of school self-reviews or external evaluations in order to develop the year groups 	Application form References Interview Presentation

Strengthening Community (Within the phase, an ability to deliver...)

Essential	Desirable	Notes
<ul style="list-style-type: none"> • Effective team work within the phase and with external partners • Cooperation with other agencies for the well-being of all pupils and their families • Involvement of parents and the community in supporting the learning of children and in defining and realising the school vision • Collaboration and networking with other schools within our Trust, and wider community projects 	<ul style="list-style-type: none"> • A culture that recognises and takes account of the richness and diversity of the community • A dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities • Effective relationships with parents, carers, partners and the community, that enhance the education of all pupils 	Application form References Interview

Shaping the Future (Within the phase, an ability to deliver...)

Essential	Desirable	Notes
<ul style="list-style-type: none"> • A collaborative school vision of excellence and equity that sets high standards for every pupil • The setting and achieving of ambitious, challenging goals and targets • The use of appropriate new technologies • Inclusion and the understanding that everyone matters 	<ul style="list-style-type: none"> • Strategic thinking, to build and communicate a coherent vision in a range of compelling ways • Inspiration, challenge, motivation and empowerment of others to carry the vision forward • Modelling of the values and vision of the school 	Application form Lesson observation References Interview Presentation