**Assistant Head Teacher Person Specification**

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| Education, training and qualification | * Qualified teacher status * Good Honours degree * Evidence of recent and relevant professional development | * Evidence of recent additional educations qualifications (e.g., NPQML/NPQSL or MA) | Application form  Letter |
| Experience and knowledge | * Substantial teaching experience across the primary phase * Proven management/leadership experience e.g leading a team or phase * Proven track record in implementing strategies and interventions * Effectively tackling underperformance in pupils and staff * Developing and implementing school wide systems * School development and action planning * Knowledge of the OFSTED framework and the ability to evaluate against it as per job description * Effectively analysing dataat whole school and phase level and use this to set targets and identify weaknesses as per job description * Knowledge of statutory requirements for your phase and have experience of working with these | * Experience of effective involvement with wider community * Evidence of successfully mentoring or coaxhing teachers and ECTs | Application form  Letter  References  intervie |
| Skills and abilities | * Effectively communicate the school’s visions and values * Ability to influence the quality of quality of teaching * Effectively communicate and demonstrate the school high culture for safeguarding * Outstanding classroom teacher and role model for others * Understanding of high-quality teaching and learning and the ability to model this for others * Priorities, plan and organise self and others * Good organisational and time management skills * Ability to delegate, monitor and support effectively | * Has received designated safeguarding leader training * Experience of managing conflict and change * Experience of leading continual professional development to staff | Letter  References  Interview |
| Drive and ambition | * Ambitious for the school and self * Relentless optimism * Genuine concern for the welfare of staff and children | * Aspiration for further leadership opportunities | Letter  References  Interview |
| Personal qualities | * Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct * Uphold the school vision and values * Uphold a strong sense of professionalism, commitment to high standards and setting an appropriate example * Uphold a strong sense of loyalty, confidentiality, integrity, enthusiasm and dynamism * Build positive and respectful relationships across the school community * Willingingly accept the demands and challenges of the post and respond in a flexible manner – resilient * Serve in the best interests of the school’s pupils * Sense of humour |  | References  Interview |
| Safeguarding | * Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people * Commitment to the protection and safeguarding of children and young people * Will co-operate and work with relevant agencies to ensure the appropriate safeguarding of pupils | * Has received Designated Safeguarding Leader training. | Application form  Letter  References  interview |