

	Person Specification – Assistant Head teacher		
1	Qualifications	Assessed by	Essential (E) Desirable (D)
	Degree	A	E
	QTS	A	E
	Evidence of continued professional development as appropriate for the role of Assistant Head eg. NPQ	A	E
2	Teaching Experience:		
	Experience of school self-evaluation and school improvement planning	A/T/I	E
	Successful, recent teaching experience in Key Stage 2	A/O	E
	Successful, recent teaching in more than one year group including Year Six	A/O	D
	Current, successful experience as a middle-leader or of a significant area	A/T/I/R	E
	Leading, motivating and developing teams of teachers	A/T/I/R	E
3	Professional knowledge, skills and attributes:	Assessed by	Essential Desirable
	Evidence of excellent teaching, achieving high standards of achievement, progress and behaviour.	A/O	E
	Excellent knowledge of a wide range of effective, research-based, strategies for teaching.	I/O	E
	Up to date knowledge of safeguarding procedures and guidance.	I	E
	A knowledge of how to use assessment strategies to meet the needs of all pupils through quality first teaching.	A/I/O	E
	Awareness of up to date educational policies and statutory frameworks.	I/T	E
	Knowledge and experience of strategies to support and maximise pupil attendance	A/I	D
	Understanding of the unique challenges faced teaching in areas of high social deprivation	A/I	D
	Experience of policy development and implementation.	A/I/R	E
	A desire to further develop as a primary leader.	I	E
	A commitment to sustaining regular attendance at work.	R	E
4	Personal characteristics	Assessed by	Essential Desirable
	A strong personal impact and presence	I	E
	A role model demonstrating the highest possible standards personally and professionally.	I/R	E
	The ability to perform under pressure.	I/T/R	E
	Effective communication and interpersonal skills	I/O/R	E
	Excellent organisational and time management skills	I/R	E
	Adaptability to changing circumstances and new ideas.	A/I/R	E
	Tenacity and resilience to ensure that plans are carried forward in spite of challenges and set backs	I/R	E
	Ability to ask for and receive advice and support when necessary	R	E
5	Application form and letter		
	The application form and letter should be fully completed and free from error. The letter should be clear, concise, related to this specific post and no more and 2 sides of A4 (font size 11). Please do not send CVs.		
6	Confidential References and Reports		

	<p>Written references only, including by email.</p> <p>Recommendation from current employer</p> <p>Professional references should provide a strong level of support for relevant professional and personal knowledge, skills and experiences referred to above.</p>
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