Assistant Head Teacher Person Specification

Area	Description	Desirable/Essential
Qualifications & Professional Development	 Qualified Teacher status Evidence of continuous INSET and commitment to further professional development Recent relevant training in current educational practice NPQML/NPQSL 	Essential Essential Essential Desirable
Experience	 Successful teaching experience across a range of year groups with particular experience and a specialism in EYFS Leadership of a core subject At least three years of proven strong, successful leadership and management experience in a primary school Established working knowledge of the National Curriculum Experience of working with pupils with EAL, SEND, Gifted and Talented and those on the Child Protection Register. Experience, or interest, in delivering training for others Experience of observing and feeding back to colleagues Knowledge of working with outside agencies Experience of being a designated safeguarding lead Experience of managing a budget Effective parent partnerships Teaching across more than one key stage 	Essential Essential Essential Essential Essential Essential Essential Desirable Desirable Desirable Desirable
Qualities and Knowledge	 Have a strategic leadership style that is characterised by integrity, creativity, resilience and clarity. Be well organised and have excellent time management skills. Be calm and positive. Understand how to empower all pupils and staff to excel. Experience of implementing, managing and evaluating change in a collaborative way with a strong understanding of EYFS. Experience of raising standards that have impacted positively on pupil attainment and teaching and learning. Significant experience of evaluating and using data to plan and improve pupil performance. Have a clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work. Have commitment to valuing, supporting and encouraging the professional development of all staff members. The ability to effectively manage pupils' behaviour in a positive manner with consistent clear boundaries following the school's behaviour management policy The ability to build and nurture a strong, positive and collaborative team culture through coaching, that enables all staff to carry out their respective roles to the highest standard 	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential

	 and for all staff to work effectively together to deliver school improvement. Have commitment to building and maintaining effective and positive relationships with parents, carers, and the wider 	Essential
	 community. Have excellent communication skills and proven ability to listen to, understand and work effectively with all pupils, staff, parents and governors. 	Essential
	• The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	Essential
	• Have an understanding of how to create accountability systems with the support of the leadership team and combine data from a range of sources in order to maximise the achievement of	Essential
	 pupils. Have a clear understanding of and commitment to promoting and safeguarding the welfare of pupils. Have a satisfactory enhanced DBS check and reference 	Essential Essential
Personal qualities and attributes	 Approachable Committed Empathetic Enthusiastic Organised Patient Resourceful Good sense of humour 	Essential Essential Essential Essential Essential Essential Essential Desirable