



Person Specification - Assistant Headteacher

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Professional development in preparation for a leadership role
Experience	<ul style="list-style-type: none"> • Leadership and management experience in a school • Teaching experience (minimum 5 years) • Teaching experience across the primary age • Involvement in school self-evaluation and development planning • Demonstrate successful subject/area leadership resulting in school improvement
Skills and knowledge	<ul style="list-style-type: none"> • Good knowledge of the EYFS and primary curriculum • Experience of supporting children with SEND and children learning English as an additional language • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • Understanding of school finances • Ability to communicate a vision and inspire others • Ability to build effective working relationships • An understanding and up to date knowledge of the Ofsted Framework • An understanding of the role parents and community in school improvement and how to this can be promoted
Leadership and Management	<ul style="list-style-type: none"> • Experience of delegating, supporting and monitoring the work of others • Successful experience of observing and evaluating teaching, providing effective feedback and implementing support • Ability to work effectively in partnership with the Headteacher • Effective leadership of the professional development of staff within the context of school improvement • Success at promoting inclusive practice across a school that leads to high expectations for all learners • Experience of supporting colleagues to promote staff development, with an understanding of its relevance to performance management

**Personal
qualities**

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position
- Ability to communicate clearly and effectively with all stakeholders
- Excellent organisational skills and ability to work effectively under pressure, prioritise and meet deadlines