Person Specification for Assistant Head Teacher						
	Essential	Desirable	Evidence			
Qualifications			Application			
<ul> <li>Qualified Teacher Status</li> </ul>	٧		Form			
<ul> <li>Educated to degree level</li> </ul>	٧					
<ul> <li>Evidence of personal commitment to continuous professional</li> </ul>		٧				
development		,				
<ul> <li>Leadership Course Attendance within the past two years</li> </ul>		٧				
Experience			Application			
<ul> <li>Working in schools for a minimum of 5 years</li> </ul>	٧		Form			
<ul> <li>Teaching across more than one key stage, including Early Years</li> </ul>		٧				
<ul> <li>Responsibility for leading a core area across the school</li> </ul>	<b>√</b>		Selection			
<ul> <li>Building and sustaining effective working relationships with staff, governors, parents and the wider community</li> </ul>	V		Day & Interview			
<ul> <li>Evidence of successful and sustained partnership working with other schools and professional organisations</li> </ul>	V					
<ul> <li>Responsibility at phase or whole school level for raising standards</li> </ul>	٧					
<ul> <li>Experience of leading teams to achieve a specific outcome for children</li> </ul>		٧				
<ul> <li>Experience of curriculum redesign or developing curriculum schemes of work</li> </ul>		٧				
<ul> <li>Experience of developing creative and meaningful units of work</li> </ul>	٧					
that engage children and have high expectations of core skills						
Achieving external recognition, quality marks such as healthy		٧				
schools for example.						
<ul> <li>Experience of managing change at whole school level</li> </ul>	٧					
Experience of appraisal or performance review		٧				
<ul> <li>Experience of working in a diverse community</li> </ul>		٧				
Knowledge and Skills						
<ul> <li>Evidence of strong professional knowledge</li> </ul>	٧		Form			
<ul> <li>Understanding of how children learn and achieve</li> </ul>	٧					
<ul> <li>Understanding of how to provide a wide, creative and engaging</li> </ul>			Selection			
curriculum while ensuring outstanding progress in core areas	٧		Day &			
<ul> <li>Understanding of the new OFSTED framework</li> </ul>	٧		Interview			
<ul> <li>Ability to plan lessons effectively for all pupils in class setting</li> </ul>						
and ability to demonstrate best practice to colleagues	٧					
<ul> <li>Ability to coach and mentor individuals to achieve specific</li> </ul>	<b> </b> ,					
outcomes	<b>√</b>					
<ul> <li>Ability to challenge and inspire colleagues</li> </ul>	V					
<ul> <li>Strong interpersonal and communication skills, including through ICT</li> </ul>	٧					
<ul> <li>Knowledge and understanding of positive behaviour strategies and dealing with specific behavioural issues</li> </ul>	٧					
<ul> <li>Ability to analyse data and pinpoint key issues in order to inform staff of the way forward.</li> </ul>		٧				
<ul> <li>An understanding of the skills and attributes in effective leadership</li> </ul>		٧				
<ul> <li>Commitment to providing extracurricular activities and an understanding of its wider impact</li> </ul>		٧				

	Understanding of the needs of Poplar's children and the local community	٧		
•	Clear understanding and commitment to safeguarding procedures	٧		
Persona	l Qualities			Application
•	To seek out and relish challenge	√		Form
•	Commitment to seeking out new pedagogies and learning	٧		
	strategies and establishing proven best practice			Selection
	Passionate about making learning vivid and real across the whole curriculum	٧		Day & Interview
•	High expectations of children's progress, attainment and achievement	٧		interview
•	High expectations of own performance and the performance of others	٧		
•	Commitment to partnership working	٧		
	Able to take responsibility for others' performance	٧		
	To lead by example	٧		
	To perform with tenacity and commitment while working under pressure	٧		
	Able to think strategically	٧		
	Able to organise, prioritise and delegate	√		
	Able to organise, prioritise and delegate  Able to manage time effectively and work to deadlines	٧		
•	Motivated, positive and enthusiastic and is able to enthuse and motivate others	٧		
	Good communications skills; orally and in writing			
	Commitment to collaboration and teamwork, valuing the views	V		
	of the whole school community	٧		
Other	c. a.e ae. concer community			Application
	Commitment to inclusive practice	V		Form
	Commitment to pupils	V		
	Good attendance and punctuality record	V		Selection
	Governance experience or involvement with governors		٧	Day &
	Celebrating achievements, through the website for example		٧	Interview