

Person Specification for Assistant Head Teacher			
	Essential	Desirable	Evidence
Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status • Educated to degree level • Evidence of personal commitment to continuous professional development • Leadership Course Attendance within the past two years 	√ √	√ √	Application Form
Experience <ul style="list-style-type: none"> • Working in schools for a minimum of 5 years • Teaching across more than one key stage, including Early Years • Responsibility for leading a core area across the school • Building and sustaining effective working relationships with staff, governors, parents and the wider community • Evidence of successful and sustained partnership working with other schools and professional organisations • Responsibility at phase or whole school level for raising standards • Experience of leading teams to achieve a specific outcome for children • Experience of curriculum redesign or developing curriculum schemes of work • Experience of developing creative and meaningful units of work that engage children and have high expectations of core skills • Achieving external recognition, quality marks such as healthy schools for example. • Experience of managing change at whole school level • Experience of appraisal or performance review • Experience of working in a diverse community 	√ √ √ √ √ √ √ √ √	 √ √ √ √ √ √ √	Application Form Selection Day & Interview
Knowledge and Skills <ul style="list-style-type: none"> • Evidence of strong professional knowledge • Understanding of how children learn and achieve • Understanding of how to provide a wide, creative and engaging curriculum while ensuring outstanding progress in core areas • Understanding of the new OFSTED framework • Ability to plan lessons effectively for all pupils in class setting and ability to demonstrate best practice to colleagues • Ability to coach and mentor individuals to achieve specific outcomes • Ability to challenge and inspire colleagues • Strong interpersonal and communication skills, including through ICT • Knowledge and understanding of positive behaviour strategies and dealing with specific behavioural issues • Ability to analyse data and pinpoint key issues in order to inform staff of the way forward. • An understanding of the skills and attributes in effective leadership • Commitment to providing extracurricular activities and an understanding of its wider impact 	√ √ √ √ √ √ √ √ √ √	 √ √ √	Application Form Selection Day & Interview

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