



Deputy/Assistant Head Teacher - Personal Specification

	Essential	Desirable
1. Qualified teacher status	✓	
2. Minimum of 3 years teaching experience	✓	
3. Experience of subject leadership in either English or Maths and willingness to assume subject leadership in either subject.	✓	
4. Willingness to undertake Designated Senior Person safeguarding training	✓	
5. Outstanding practitioner (the role will include substantial teaching responsibilities)	✓	
6. Substantial successful work in a key area of the school	✓	
7. Knowledge of effective teaching and learning strategies to meet the needs of all pupils including those with special educational needs, vulnerable groups and gifted and talented pupils	✓	
8. Commitment to and experience of setting and achieving ambitious performance targets at all levels of school life and effectively monitoring and evaluating them.	✓	
9. Proven ability to analyse and interpret a range of key data		✓
10. Understanding of pupil progress, tracking and assessment	✓	
11. Experience and understanding of school self-evaluation and its role in school improvement	✓	
12. Ability to maintain high standards of discipline and behaviour throughout the school	✓	
13. Proven experience of promoting pupil voice		✓
14. Commitment to sustaining a safe, secure and healthy school environment	✓	
15. Commitment to nurturing and caring for children from all backgrounds	✓	
16. Understanding of accountability towards governors and others for efficiency and effectiveness of the school	✓	
17. Experience of development of whole school policies	✓	
18. Evidence of Continuing Personal Development	✓	
19. Ability to prioritise, plan and organise	✓	
20. Good written and oral communication skills	✓	
21. Experience of successful engagement with parents and strategies to support their children's learning		✓
22. Experience of leading change, creativity and innovation		✓
23. Understanding of the development of all staff including pastoral care and performance management	✓	
24. Proven ability to investigate, resolve problems and make decisions	✓	
25. Experience of effective budget management and financial planning		✓

Westfield Community Primary School is committed to protecting children from maltreatment, preventing impairment of children's health and/or development, ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best life chances.