



Birkbeck Primary School Person Specification

Job Title: Assistant Head Teacher (Pastoral Inclusion & Wellbeing Lead)		
	Essential	Desirable
Education and Qualifications		
Honours degree or equivalent	X	
Qualified teacher status	X	
SENCO qualification (or willing to undertake training)	X	
NPQSL (or equivalent or willing to undertake training)		X
Evidence of commitment to continuing professional development	X	
Professional Experience and Knowledge		
Successful teaching and curriculum experience	X	
Experience of management at a senior level		X
Recent and relevant leadership experience	X	
Knowledge of primary principles (EYFS – KS2) and practice	X	
A sound understanding of the SEN code of practice	X	
Successful experience of raising standards for all with measurable outcomes	X	
Experience of working in collaboration other educational bodies and the wider community to develop positive relationships		X
Evidence of highly developed coaching skills		X
Understanding of quality in learning and teaching and how to achieve excellence	X	
Knowledge of key considerations in effective management and deployment of people and other resources	X	
In-depth knowledge and experience of Child Protection and Safeguarding procedures		X
Skills		
Ability to lead change	X	
Ability to communicate effectively orally and in writing to a range of audiences	X	
Ability to think creatively to anticipate and solve problems	X	
Ability to formulate a vision and strategy for the school and secure commitment to it from others	X	
Ability to drive for improvements and challenging underperformance	X	
Ability to establish and sustain appropriate structures and systems and monitor them	X	
Ability to motivate, challenge and influence others to attain higher goals	X	
Ability to develop and empower individuals and teams	X	
Ability to use new and emerging technologies to support improvement	X	

Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community	X	
Personal Attributes		
Innovative and solution focussed	X	
Positive, enthusiastic outlook, embracing risk and innovation	X	
Respectful and empathetic towards others	X	
Resilient, persistent and optimistic in when faced with difficulties and challenges	X	
Able to be consistently decisive and focused on solutions	X	
Commitment and dedication to social justice, equality and excellence	X	
Flexible, adaptable and creative	X	
Committed to CPD of self and others within the school	X	
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	X	
Safeguarding		
<p>Birkbeck Primary School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.</p> <p>The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.</p>		