



Person Specification **Assistant Headteacher**

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none">• Qualified teacher status in the UK	✓	
<ul style="list-style-type: none">• Successful teaching experience within the primary sector	✓	
<ul style="list-style-type: none">• Experience of working in more than one school		✓
<ul style="list-style-type: none">• Evidence of leadership experience within a primary school	✓	
<ul style="list-style-type: none">• Evidence of recent and appropriate professional development	✓	
<ul style="list-style-type: none">• Experience of working in a wider context than an individual school		✓
Leadership & Management	Essential	Desirable
<ul style="list-style-type: none">• An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals	✓	
<ul style="list-style-type: none">• Ability to provide clear direction and shared purpose for staff and pupils	✓	
<ul style="list-style-type: none">• Ability to inspire trust and confidence across the school and the community.	✓	
<ul style="list-style-type: none">• Understanding of the requirements and expectations of the Ofsted framework	✓	
<ul style="list-style-type: none">• Ability to develop and sustain good relationships with staff, parents and governors	✓	
Teaching & Learning	Essential	Desirable
<ul style="list-style-type: none">• A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice.	✓	
<ul style="list-style-type: none">• Proven experience in leading Teaching and Learning for improvement	✓	
<ul style="list-style-type: none">• Comprehensive knowledge of the curriculum	✓	
<ul style="list-style-type: none">• Clear understanding and knowledge of what constitutes outstanding classroom practice and learning	✓	
Monitoring & Evaluation	Essential	Desirable
<ul style="list-style-type: none">• Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis	✓	
<ul style="list-style-type: none">• Ability to convey the meaning of data accurately to a variety of audiences	✓	
<ul style="list-style-type: none">• Successful experience of strategies to raise pupil achievement	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none">• High expectations of self and others	✓	

GREATER THAN THE SUM OF ITS PARTS



• The ability to work to tight deadlines and under pressure	✓	
• An ability to use the full range of leadership skills and qualities, appropriate to the situation	✓	
• An enthusiastic and motivational leader with strong morale building skills	✓	
• Resilience and determination coupled with the ability to support and show empathy	✓	
• The highest levels of integrity and reliability	✓	
• Self-motivated and able to take the initiative	✓	
• Approachability	✓	