

**Person Specification:****Assistant Headteacher EYFS & KS1 with responsibility for Phonics**

Training and Qualifications	Essential	Desirable
Qualified teacher status	√	
Appropriate qualifications e.g. degree or equivalent	√	
Evidence of safeguarding training	√	
Evidence of recent relevant professional development (that has impacted on your practice)	√	

Experience of Learning and Teaching	Essential	Desirable
Substantial primary teaching experience	√	
Experience of teaching the Early Years	√	
Proven successful classroom practitioner	√	
Experience of monitoring (lessons, books, planning, data) and providing accurate constructive feedback	√	
Understanding of quality learning and teaching	√	

Professional Knowledge and Understanding	Essential	Desirable
Excellent communication skills	√	
Good understanding of the process of strategic planning		√
Strategies for leading and managing school improvement		√
The principles and practice of effective school self-evaluation		√
Understanding of the use of data within the learning process and have the skills to manage and analyse school data	√	
Able to identify, explain and demonstrate effective teaching and learning strategies	√	



Leadership	Essential	Desirable
Senior Leadership experience		√
Experience of leading a subject	√	
The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community	√	
Able to inspire, challenge, motivate and empower others to carry the vision forward	√	
Have a proven history of impact on school improvement		√
Experience of leading staff development/training	√	
Commitment to safeguarding and promoting the welfare of children	√	
Experience of mentoring/coaching staff to improve performance	√	
Personal Qualities	Essential	Desirable
Demonstrate a personal enthusiasm and commitment to role and school	√	
Think strategically and analytically	√	
Prioritise, plan and organise themselves and others	√	
Works well as part of a team	√	
Demonstrates a concern for the pastoral welfare of all in the school	√	
Committed to continuing professional development	√	
Committed to active parental involvement	√	