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| **Hillyfield Primary Academy** | | |
| **Assistant Head Teacher** | | |
| **Personal Specification** | | |
|  | Essential | Desirable |
| 1. Qualified teacher status |  |  |
| 1. Outstanding teacher | ✓ |  |
| 1. Safeguarding training |  |  |
| 1. Safer recruitment training |  |  |
| 1. Substantial successful work throughout the primary school |  |  |
| 1. 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 |  |  |
| 1. Commitment to and experience of setting and achieving ambitious performance targets at all levels of school life and effectively monitoring and evaluating them. |  |  |
| 1. Proven ability to analyse and interpret a range of key data |  |  |
| 1. Understanding of pupil progress, tracking and assessment |  |  |
| 1. Experience and understanding of school self-evaluation and its role in school improvement |  |  |
| 1. Ability to maintain high standards of discipline and behaviour throughout the school |  |  |
| 1. Proven experience of promoting pupil voice |  |  |
| 1. Commitment to sustaining a safe, secure and healthy school environment |  |  |
| 1. Commitment to nurturing and caring for children from all backgrounds |  |  |
| 1. Understanding of accountability towards governors and others for efficiency and effectiveness of the school |  |  |
| 1. Experience of development of whole school policies |  |  |
| 1. Evidence of Continuing Personal Development |  |  |
| 1. Ability to prioritise, plan and organise |  |  |
| 1. Good written and oral communication skills |  |  |
| 1. Good ICT skills and knowledge of how new technologies support teaching and learning |  |  |
| 1. Experience of successful engagement with parents and strategies to support their children’s learning |  |  |
| 1. Experience of leading change, creativity and innovation |  |  |
| 1. Understanding of development of management team and all staff including pastoral care and performance management |  |  |
| 1. Proven ability to investigate, resolve problems and make decisions |  |  |
| 1. Experience of effective strategic budget management and financial planning |  |  |