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