

Person Specification – Assistant Headteacher

Please ensure your application includes examples of how you meet the essential criteria.

No.	Area	Essential	Desirable
1	Qualifications and Training		
1.1	Qualified teacher with Qualified Teacher status	✓	
1.2	Evidence of ongoing professional development e.g NPQSML etc	✓	
2	Experience		
2.1	A successful track record of teaching across the whole curriculum and able to evidence at least good progress and achievement of pupils.	✓	
2.2	Significant experience of successful teaching in Key Stage 2	✓	
2.3	Proven successful leadership of a significant area of whole school development delivered within the last two years	✓	
2.4	Experience as a designated safeguarding lead and/or as champion for disadvantaged pupils	✓	
2.5	Experience of building positive links with parents and the wider community	✓	
3	Teaching and Learning		
3.1	An understanding of the requirements (depth and breadth) of the curriculum – please state any particular strengths and phases in application	✓	
3.2	Sound pedagogical understanding of how children learn, including effective teaching and behaviour management strategies	✓	
3.3	Ability to use data of various forms to inform and prioritise school improvement	✓	
3.4	A demonstrable commitment to inclusion	✓	
4	Developing self and working with others		
4.1	Planned and delivered effective staff CPD	✓	
4.2	Evidence of ability to challenge, influence and motivate others in the interests of improving provision	✓	
4.3	Evidence of ability to deal successfully with situations that include change and/or conflict resolution	✓	
4.4	Experience of using a coaching approach to improve the performance of teachers		✓
4.5	Experience of creating plans to address areas of school improvement and of successfully implementing those plans	✓	
5	Personal Qualities		
5.1	Highly resilient with a positive outlook	✓	
5.2	Able to assume the day-to-day management of the school in the absence of the Headteacher	✓	
5.3	Empathy for the aspiration of the Church of England's vision for education (you MUST acknowledge this as it is central to the Trust's operation)	✓	