

Person Specification: Assistant Head Teacher

	Essential	Desirable
Qualifications/ Training / Experience	<p>Qualified Teacher status;</p> <p>Relevant class based teaching experience across KS1 and KS2;</p> <p>Significant experience of working with challenging children;</p> <p>Successful experience of leading Professional Development and supporting Performance Management;</p> <p>Significant, recent experience as part of a primary school senior leadership team;</p> <p>Evidence of continuing professional development.</p>	<p>Further qualification in a relevant area of personal interest and enthusiasm;</p> <p>Experience of working in a school in an area of social deprivation.</p>
Personal characteristics	<p>Deeply committed to children</p> <p>Passionate about giving children an education which is appropriate for the 21st century</p> <p>Self aware and Perceptive</p> <p>Easy to approach</p> <p>An outstanding team player</p> <p>Calm and patient under pressure</p> <p>Hard-working, energetic and enthusiastic</p> <p>Adaptable and flexible</p> <p>Self-confident & Self-motivated</p>	<p>Commitment to further their own CPD;</p> <p>Willingness to develop an understanding of the psychology of intra-personal, and team, leadership;</p> <p>Willingness to develop and practise coaching skills.</p>

<p>Skills</p>	<p>A consistently outstanding teacher;</p> <p>A proven ability to enable pupils to make outstanding progress;</p> <p>Have excellent interpersonal and team building skills and be able to use these with staff, parents and governors;</p> <p>Proven ability to make a substantial impact on the standards and curriculum across the school;</p> <p>Have proven ability to understand and manage the behaviour of challenging pupils very effectively;</p> <p>Able to make a significant contribution to the strategic thinking of the school.</p>	<p>Able to show evidence of his or her active involvement in, and commitment to, curriculum enrichment and extended schools activities;</p>
<p>Knowledge and understanding</p>	<p>A clear understanding of recent research and developments in Teaching & Learning which is well integrated into daily practice;</p> <p>A clear understanding, ideally based in experience, of how very good schools achieve their success;</p> <p>A clear grasp of the role of the leadership group within school and the difference between leadership and management;</p> <p>An excellent understanding of children's behaviour;</p> <p>A broad understanding of the Primary Curriculum;</p> <p>An appreciation of the Ofsted Inspection Framework and the process and place of self-evaluation.</p>	<p>An understanding of monitoring and assessment across more than one key stage;</p> <p>An appreciation of the implications and requirements of some aspects of relevant legislation.</p>