

**Person Specification: Assistant Headteacher**

<b>SPECIFICATION</b>	<b>ESSENTIAL</b>
<b>1. Qualifications /Training</b>	1.1 Qualified Teacher Status 1.2 Senior Management experience 1.3 Evidence of CPD related to Leadership & Management 1.4 Evidence of leading whole school INSET 1.5 Evidence of utilising school self evaluation strategies
<b>2. Knowledge &amp; Understanding</b>	Knowledge & understanding of: 2.1 The characteristics of an effective school 2.2 The National & Foundation stage curriculum & best practice 2.3 Strategies for raising pupil achievement
<b>3. Personal Skills &amp; Attributes</b>	3.1 Model our Core Values at all times 3.2 Able to stand back, think strategically and from a whole school perspective 3.3 Professionalism 3.4 Commitment, enthusiasm and resilience 3.5 Ability to lead by example, providing inspiration & motivation 3.6 Ability to think analytically and critically 3.7 Demonstrate resilience and emotional maturity
<b>4. Experience</b>	4.1 Recent & substantial experience with primary aged pupils 4.2 Ability to teach the NC to at least a 'good' standard 4.3 Recent Leadership & Management experience 4.4 Recent expertise in effective monitoring of Teaching & Learning
<b>5. Strategic Leadership</b>	5.1 Ability to lead and manage people and to work as a team 5.2 Ability to effectively prioritise tasks & manage time effectively 5.3 Ability to demonstrate a clear educational philosophy and vision 5.4 Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress
<b>6. Relationships</b>	6.1 Appreciation of the need to establish positive relationships with children, staff, parents and governors 6.2 Evidence of commitment to the involvement of parents in the work of the school 6.3 Appreciation of professional boundaries between teachers, pupils and other staff
<b>7. Application &amp; References</b>	7.1 Clear, well presented application 7.2 Two unreserved references regarding their performance as a Teacher & Manager. Also their health & attendance record 7.3 Shows confidence & enthusiasm at interview 7.4 Is articulate and persuasive at interview

