

Person Specification

Assistant Head Teacher Wyburns Primary School



| Attributes | Essential E Desirable D |
|--|----------------------------|
| Qualifications or training | |
| Qualified teacher status | E |
| Evidence of sustained, relevant CPD | E |
| Educated to degree level | E |
| Middle or senior leadership accreditation | D |
| Successful knowledge and experience | |
| Experience of teaching EYFS and KS1 | E |
| Experience of teaching KS2. | D |
| Proven experience of raising standards for all pupils. | E |
| Proven middle leadership experience | E |
| Experience of effectively supporting colleagues in raising standards of T&L | E |
| Thorough understanding of self-evaluation within the school improvement cycle | D |
| Proven track record of developing others, including students | E |
| Experience of using data and assessment to raise standards | E |
| Experience of working in partnership with parents/carers | E |
| Experience of working in partnership with other schools and outside agencies | D |
| Understanding and experience of managing transition and change | D |
| Understanding of the Essex Disadvantaged Strategy | D |
| Up to date knowledge of current developments and research in education | E |
| Experience of effectively managing staff performance | E |
| Skills | |
| Ability to prioritise, plan organise and work under pressure and to deadlines | E |
| Excellent communication and interpersonal skills | E |
| Reflective, willing to learn from others and seek advice/support when necessary | E |
| Ability to inspire, lead, motivate and work collaboratively with others | E |
| Ability to create and maintain a positive team spirit, delegating, negotiating and challenging where necessary, with sensitivity | E |
| Personal qualities and attributes | |
| Committed to raising attainment and achievement of every child | E |
| High aspirations and expectations of self and others | E |
| Committed to equality of opportunity | E |
| Strong belief in lifelong learning and the uniqueness and ability of every child | E |
| Approachable and realistic | E |
| Commitment to the safeguarding and personal welfare of all pupils | E |
| Boundless enthusiasm, resilience, motivation and drive to inspire others and lead through day-to-day challenges while maintaining a clear strategic vision and direction | E |