

Assistant Headteacher

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree-level qualification relevant to the role • Qualified Teacher Status • Evidence of sustained and relevant professional development • Training in safeguarding and child protection (including up-to-date knowledge of KCSIE) Experience across all key stages in the primary setting 	<ul style="list-style-type: none"> • NPQSL or equivalent leadership qualification
Experience, Skills and Knowledge	<ul style="list-style-type: none"> • Proven high standards of classroom practice and substantial teaching experience across the full ability and primary age range • Successful experience as a middle leader with whole-school responsibilities • Proven track record of improving teaching, learning, and pupil outcomes • Experience leading a core subject, including curriculum design, assessment, and progression • Experience of coaching, mentoring, and developing staff, supported by a strong understanding of staff development and professional learning principles • Experience monitoring teaching through learning walks, book looks, data analysis, and feedback cycles • Teaching experience across varied school contexts, including high-mobility or high-disadvantage settings • Experience working with pupils with SEND, disadvantaged pupils, and vulnerable families • Experience in managing staff performance and supporting wellbeing • Experience contributing to operational leadership (e.g., timetabling, cover, daily systems, or routines) • Strong understanding of effective teaching and learning, including evidence-based practice • Ability to analyse and use data to drive improvement, monitor impact, and inform strategic decision making • Knowledge of effective strategies for raising attainment • Ability to inspire, motivate, and challenge staff and pupils • Strong interpersonal and communication skills, with the ability to build trust and credibility • Ability to contribute to a positive, ambitious, and inclusive school culture • Ability to lead professional development and deliver high-quality training 	<ul style="list-style-type: none"> • Experience contributing to the induction of new staff or supporting colleagues to integrate into a school's systems and culture • Understanding of community engagement and parental partnership strategies • Ability to represent the school confidently at external meetings and networks • Ability to innovate and lead change effectively • Ability to use digital tools to support teaching, learning, and leadership

	<ul style="list-style-type: none"> ● Ability to model excellent classroom practice ● Ability to manage difficult conversations and hold staff to account with professionalism and empathy ● Ability to work collaboratively with a wide range of stakeholders ● Strong organisational skills and the ability to manage competing priorities ● Ability to maintain accurate records and ensure compliance with statutory requirements 	
Personal Qualities	<ul style="list-style-type: none"> ● A commitment to inclusion, equity, and high expectations for all pupils ● A reflective, evidence-informed approach to leadership ● Resilience, emotional intelligence, and the ability to remain calm under pressure ● Professional integrity and a strong moral purpose ● A collaborative mindset and commitment to developing others ● A positive, solution-focused approach to challenges ● A willingness to contribute to the wider life of the school and community 	<ul style="list-style-type: none"> ● A passion for innovation and continuous improvement. ● Ability to model a healthy work-life balance ● Confidence in presenting to governors or external partners
Safeguarding and Professional Standards	<ul style="list-style-type: none"> ● Commitment to safeguarding and promoting the welfare of children and young people ● Motivation to work with children and young people ● Ability to form and maintain appropriate relationships and personal boundaries with children and young people ● Willingness to undergo appropriate checks, including enhanced DBS Checks ● Ability to maintain confidentiality, professional boundaries, and high ethical standards ● Ability to uphold transparency and probity 	