



Hatch Ride Primary School

PERSON SPECIFICATION

Job title: Assistant Headteacher

Please ensure that you read the person specification carefully as this will be used to assess candidates as part of the shortlist and interview process.

Key Criteria	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status • Educated to degree level 	<ul style="list-style-type: none"> • Evidence of personal commitment to continuous professional development • Leadership course attendance within past two years
Experience	<ul style="list-style-type: none"> • Successful teaching experience with leadership responsibility in a curriculum area or phase • Proven impact on raising standards of teaching and learning • Experience of leading learning improvement initiatives • Building and sustaining effective working relationships with staff, governors and the wider community 	<ul style="list-style-type: none"> • Teaching experience across more than one phase • Experience in curriculum development
Knowledge and skills	<ul style="list-style-type: none"> • Evidence of strong knowledge of effective pedagogy and curriculum design • Secure understanding of assessment for learning • Evidence of modelling, coaching and mentoring activity which led to sustained improvements and high-quality teaching • Understanding of the OFSTED framework • Ability to use data to drive improvement • Ability to challenge and inspire colleagues • Clear understanding and commitment to safeguarding procedures • An understanding of the skills and attributes involved in effective leadership 	<ul style="list-style-type: none"> • Experience of preparing children for end of Key Stage 2 statutory assessments • Evidenced experience of raising standards within key whole school priorities • Understanding of research-informed practice
Work related personal requirements	<ul style="list-style-type: none"> • High expectations of self and others • To be able to lead by example • Tenacity and commitment while working under pressure • Ability to think strategically • Ability to organise, prioritise and delegate • Ability to manage time effectively and work to deadlines • Good team player • Ability to enthuse and motivate others 	<ul style="list-style-type: none"> • A commitment to providing extra-curricular activities and understanding of its impact upon school ethos

	<ul style="list-style-type: none"> • Good communication skills both orally and in writing • Strong skills in working with parents as partners 	
Other work requirements	<ul style="list-style-type: none"> • Commitment to children’s personal development and an enhanced curriculum • Commitment to inclusive practice • Commitment to pupils and the positive ethos of the school 	<ul style="list-style-type: none"> • Ability to work flexibly to accommodate educational trips (may include residential) • First aid trained

Headteacher’s signature:

Date:

Postholder’s signature:

Date:
