

Job Role: Assistant Headteacher

Personal Specification

Attributes	Essential	Desirable
Experience	<p>Teaching: A minimum of 4+ years of outstanding classroom practice with evidence of impact on learning behaviours</p> <p>Phase/Middle Leadership: Experience managing a team (e.g. as a Year Group or Phase Leader), including managing interpersonal relationships and holding others to account</p> <p>Curriculum: Experience leading a subject area, including redesigning schemes of work and supporting colleagues with implementation</p> <p>Coordination: Experience organising events, rotas, or timetables within a school setting</p>	<p>Previous involvement in School Self Evaluation and Improvement Planning</p> <p>Experience working in a multi-form entry school (understanding consistency across parallel classes)</p> <p>Experience of performance management of others</p> <p>Experience mentoring ECTs or trainee teachers</p>

Skills/Abilities	<p>Proven ability to deliver consistently high quality lessons, evaluate the impact of these and develop future planning accordingly</p> <p>Able to lead, coach and mentor others, persuading and influencing those resistant to the management of change</p> <p>Able to work as part of and contribute to a whole school team</p> <p>Able to monitor and evaluate teaching, learning and school policy</p> <p>Able to identify the necessary resources which ensure high quality teaching and learning</p> <p>Able to use IT to support both the curriculum and work organisation</p> <p>Able to communicate with a variety of stakeholders (e.g. colleagues, parents, Governors, the community, external agencies)</p> <p>A knowledge of Values Based education (including British Values)</p> <p>Experience planning and resourcing a subject or phase curriculum that demonstrates clear sequencing</p> <p>Experience leading CPD sessions or mentoring colleagues to improve their classroom practice</p> <p>Successful experience as a Subject Leader or Phase Leader</p>	<p>Able to support colleagues in planning class based intervention to support progress towards pupil targets</p> <p>Willingness to develop self and others</p> <p>Experience working across multiple Key Stages (EYFS/KS1/KS2)</p>
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	Excellent communication and interpersonal skills to build positive relationships with pupils, staff, parents, and external agencies.	
Equality Issues	Demonstrable commitment to inclusive teaching and learning Awareness of the effects of discrimination on pupils, parents colleagues and policy	
Specialist knowledge	<p>Pedagogy: Deep understanding of the 'Science of Learning' and how to apply it in a busy classroom</p> <p>Curriculum: Understanding of how to sequence learning (intent) and ensure it is taught effectively (implementation) Demonstrable knowledge of curriculum and assessment</p> <p>Understanding of how to develop creativity in the curriculum</p> <p>Leadership Styles: Understanding of how to lead a team effectively, balancing support with accountability</p>	<p>Specific curriculum area subject knowledge</p> <p>Experience implementing a specific pedagogical framework (e.g. Rosenshine, Mastery, RWI).</p>
Education and training	<p>Qualified Teacher Status (QTS)</p> <p>Evidence of significant recent CPD regarding curriculum or pedagogy</p> <p>Knowledge of safeguarding and child protection legislation</p>	<p>A relevant National Professional Qualification (e.g. NPQSL, NPQLT, or NPQLTD or similar)</p> <p>Specific training in coaching or mentoring (e.g. Instructional Coaching)</p>
Other requirements	A commitment to implement training on new initiatives to enhance learning	