



PERSON SPECIFICATION

ASSISTANT HEAD TEACHER

REQUIRED: 1st September 2022

To be an exemplary teacher and leader within Lakes Primary School, involved in all areas of development and in playing a major role in meeting the challenge of continuous improvement.

Category	Essential	Desirable	Source
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Degree 	<ul style="list-style-type: none"> • Evidence of further professional qualifications 	Application form Interview Reference Certificates
Experience	<ul style="list-style-type: none"> • Previous Assistant Head Teacher experience • Outstanding classroom practitioner • Successful leadership of at least one curriculum area/ team/phase • Effective team member, able to advise and collaborate with others • Evidence of setting and maintaining high expectations in all areas • To have shown commitment to the school by engaging in extra-curricular activities 	<ul style="list-style-type: none"> • Recent and relevant experience in different schools • Proven ability to work across the primary phase 	Application form Interview Reference
Professional Development and Training	<ul style="list-style-type: none"> • Relevant and appropriate INSET and recognition of own development needs • An awareness of current educational developments and trends • An ability to articulate how a school can improve its provision • A commitment to continuous professional and personal development 	<ul style="list-style-type: none"> • Experience in delivering INSET in school and to a wider audience • Interest in or experience of working as an induction tutor for NQTs or a mentor for ITT students 	Application form Interview
Skills, knowledge and expertise	<ul style="list-style-type: none"> • A clear understanding of effective teaching and learning • An understanding of and commitment to inclusion for all pupils, including those with SEN and those who are gifted and talented • Good organisational skills • Experience of strategically leading teams across school with the ability 	<ul style="list-style-type: none"> • Evidence of initiating school wide improvement • Experience of contributing to school policies and procedures including the self evaluation and school development 	Application form Interview Reference

	<p>to address concerns as they arise.</p> <ul style="list-style-type: none"> • Experience of leading subject areas • Effective communication skills • Ability to support and mentor colleagues where necessary • Thorough understanding of the curriculum demands across the primary phase • Understanding and recognition of the importance of day-to-day routines undertaken to ensure the smooth and efficient running of the school • Effective involvement in the monitoring and evaluation of teaching and learning • Ability to work under pressure and meet deadlines • Ability to establish and maintain effective professional relationships within and outside the school • Effective curriculum overview • Ability to promote different approaches to solving problems • To play a full and active role in the life of the school • Imaginative and creative thinker • Commitment to raising achievement for all pupils • To maintain and extend the existing good links with the community • Able to plan strategically and be decisive • Able to contribute to the school's vision for the future • Proficiency in the use of ICT in teaching and learning and in administration 	plans.	
<p>Personal attributes</p>	<ul style="list-style-type: none"> • Sense of humour • Ability 'to get the job done' • A positive outlook • Evidence of the promotion of high professional standards • Ability to reflect on own performance and on the school's further development • Flexibility and the ability to respond to the complexities of the school day. 		Interview / References