

Person Specification- Assistant Headteacher

	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> degree or equivalent DfE recognised teaching qualification 	<ul style="list-style-type: none"> Able to offer expertise in more than one area of school life 	Application form
Training	<ul style="list-style-type: none"> evidence of professional development in the last three years 	<ul style="list-style-type: none"> evidence of further training in leadership and management e.g. NCSL TLR, Leading from the Middle or NPQML, NPQSL 	Application form
Successful Experience	<ul style="list-style-type: none"> at least 4 years successful classroom experience within the primary age range experience of leading a curriculum area and/or phase ways to communicate and implement a shared vision managing change, creativity and innovation developing strategies for raising achievement and achieving excellence of leading, taking part in building successful teams bench marking, tracking, target setting and assessment 	<ul style="list-style-type: none"> experience across the school experience of working with children and parents from diverse backgrounds experience of working in a school with some challenging circumstances 	Application form, interview process, references
Knowledge & Understanding	<ul style="list-style-type: none"> working in a Catholic school effective behaviour management strategies strategies for ensuring inclusive practices knowledge of the new curriculum and assessment sensitivity to the faith communities of all the children attending St Cuthbert and The First Martyrs' Catholic Primary School 	<ul style="list-style-type: none"> strategic planning processes evaluating change and its impact on school improvement legal issues relating to managing a school including Health & Safety, Safeguarding and Equal Opportunities. 	Application form, interview process

	<ul style="list-style-type: none"> • of appropriate assessment, data analysis, monitoring and evaluation procedures for school improvement 		
Disposition & Attitude	<ul style="list-style-type: none"> • commitment to the Catholic life of the school. • commitment to inclusion and the right for all to fulfil their potential • high expectations for pupil achievement • ability to prioritise workload and work to specific deadlines • to inspire, challenge, motivate and empower others • commitment to raising standards • excellent interpersonal and communication skills which acknowledge excellence and challenge poor performance • foster an open, fair and equitable culture • sustaining personal motivation and that of all staff • commitment to networking and collaboration between schools • respect for different religions and cultures. 		Application form, interview process, references
Physical & Sensory	<ul style="list-style-type: none"> • ability to balance competing demands of the post and manage own workload 		Application form, interview process, references
Personal Circumstances	<ul style="list-style-type: none"> • able to work in a flexible way, which may involve out of school hours 		Application form, interview process, references