

PERSON SPECIFICATION

Post title: Assistant Head Teacher
Responsibility: Primary/Special School
Line manager: The Head Teacher

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> Qualified teacher status 	<p>Further study/ qualifications in SEN</p> <p>Safer Handling qualification</p>	<p>Application form</p> <p>Certificates</p>
Knowledge & Experience	<ul style="list-style-type: none"> A clear understanding of the essential qualities necessary for effective teaching and learning. Up to date knowledge of statutory regulations and guidance relating to the post. Substantial experience as a phase leader, or middle leader 	<p>Further studies of pupils with ASD, ADHD, Trauma, Attachment, AHD</p> <p>Experience of working in a special school</p>	<p>Application form</p> <p>References</p> <p>Interview</p>
Professional Skills (Can demonstrate the ability to)	<ul style="list-style-type: none"> Review primary systems to ensure the robust evaluation of school performance and actions to secure improvements. Lead, motivate, support and inspire the primary team. Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate). Demonstrate high quality teaching strategies. Support, motivate and inspire both colleagues and pupils by leading through example. Contribute effectively to the work of the head teacher and senior leadership team. Experience in dealing and managing difficult situations which may include challenging behaviours and may need conflict resolutions. Experience in curriculum development and leadership. 	<p>Curriculum leadership in literacy and reading</p> <p>Experience in safeguarding lead, child protection</p>	<p>Application form</p> <p>References</p> <p>Interview</p>

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Commitment	(Demonstrate a commitment to) <ul style="list-style-type: none"> • Promoting the school's vision and ethos • High quality, engaging learning environment • Relating positively to and showing respect for all members of the school and wider community • Ongoing relevant professional self-development • Safeguarding and child protection • Equality 		Application form References Interview
Personal Qualities & Attributes	<ul style="list-style-type: none"> • Positive approach • Resilient • Ability to problem solve in both a flexible and creative way 		Application form References Interview
Professional Development	<ul style="list-style-type: none"> • Evidence of commitment to continual personal and professional development 		Application form Interview
Other	<ul style="list-style-type: none"> • The successful applicant will require an enhanced DBS check 		DBS clearance