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**Ridgeway Primary Academy**

**Assistant Head Teacher**

#### PERSON SPECIFICATION

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| **Area** |  **E = Essential Criteria D = Desirable Criteria** |
| **Criteria** | Attribute | **Stage Identified** |
| **Qualifications & Education** | EE | Recognised Teaching qualificationEvidence of commitment to continuous professional development | A/CA/C |
| **Experience & Knowledge** | EEEEEEEEEE | Substantial and successful teaching experienceExperience of successful key stage and/or subject leadership and management Significant experience of teaching in more than one key stageExperience of leading and managing staff, including building effective teams, building capacity in staff and performance managementTo have taken an active involvement in school self-evaluation, improvement and development planningAbility to effectively use data, assessment and target setting to raise standards/address weaknessesExperience of monitoring teaching and learning Ability to initiate innovative and creative curriculum design to meet the needs of all pupilsExperience of partnership working with parents and the wider community, including external agenciesUnderstand the role of an Academy Trust | A/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/R |
| **Skills** | EEEEEE | Ability to provide leadership and management in a school wide settingAbility to work with others to set appropriate targets for school improvement and to establish, monitor and evaluate an action plan in relation to those targetsHigh order communication and interpersonal skills Ability to accurately assess the quality of teaching and learning across the whole schoolSuccessful record of developing colleagues through effective professional development linked to appraisalTo work to high professional standards, leading by example and holding all staff to account for their professional conduct and practice | A/I/RA/I/RA/I/RA/I/RA/I/RA/I/R |
| **Personal Attributes** | EEEEE | An ability to lead and manage othersA commitment to demand and achieve ambitious standards for pupils through setting challenging goals and targetsA commitment to work with the wider leadership team, Tyne Coast Academy Trust, Trustees and the Local Governing Body to set school strategy and enable effective governanceA commitment to maintaining confidentiality at all timesA commitment to leading the safeguarding of all students and promoting the welfare of children and young people  | A/I/RA/I/RA/I/RA/I/RA/I/R |

**Other Requirements**

Application forms should be clear and concise, should be complete in full and should include a personal statement to address the criteria as identified in the personal specification. Covering letter should be no more than one side of A4.