



Houghton Regis Primary School



Person Specification Assistant Headteacher

Please make sure when completing your application form you give clear examples of how you meet the essential and desirable criteria.

Attributes	Essential	Desirable
Qualifications	Qualified Teacher Status or Post Graduate Certificate of Education.	Degree
Experience	<p>Demonstrate impact on school improvement.</p> <p>Demonstrate experience of using performance management and performance data to inform target setting, planning and policy.</p> <p>Experience of leading in:</p> <ul style="list-style-type: none"> - Teaching & Learning - Achievement - Behaviour - Curriculum Development - Lead across the primary phase - CPD - Monitoring and Evaluation - Assessment - Safeguarding <p>Leadership position and responsibilities within a primary school context with proven experience of creating and leading effective, high achieving teams.</p> <p>Teaching across age range of phase of school and an exemplar teaching practitioner and role model.</p> <p>Experience of managing change in an organisation.</p>	<p>Experience of teaching within a multi-cultural school.</p> <p>Experience of working in partnership with other schools.</p> <p>Experience of teaching pupils for whom English is not their first language.</p>
Skills/Abilities	<p>Ability to lead on a whole school project or initiative.</p> <p>Able to communicate with a variety of stakeholders i.e. governors, colleagues, parents, school parliament, pupil groups, community, external agencies.</p> <p>Ability to lead, coach and mentor others, persuading and influencing those resistant to the management of change.</p> <p>The ability to build and lead teams efficiently and effectively using skills of motivation, delegation and time management.</p> <p>Able to assess the needs of individuals to inform the targeting of individual needs e.g.: EAL, SEND.</p> <p>Demonstrate ability to improve the quality of learning and teaching including the effective use of new technologies.</p>	

	<p>Understanding of principles, and demonstrable ability to apply school improvement strategies.</p> <p>Demonstrable ability to use pupil performance data to improve standards.</p>	
Equality Issues	<p>Demonstrable commitment to inclusive teaching and learning.</p> <p>Awareness of the effects of discrimination on pupils, parents, colleagues and policy.</p>	
Specialist Knowledge	<p>Knowledge of requirement for all primary and end of key stage assessments.</p>	<p>Knowledge in use of ICT software to support assessment.</p>
Education and Training	<p>Qualified Teaching Status.</p> <p>Evidence of ongoing CPD.</p>	
Other	<p>Acceptance of school policies</p>	