



St Philip Westbrook CofE Aided Primary School
Assistant Headteacher Person Specification

Essential Criteria

Address all points below in the letter of application, in order, using the headings provided.

Maximum of 2 sides of A4.

Qualifications

- Recognised teaching qualification, degree or equivalent
- Recent personal and professional development

Experience

- Of teaching in primary school(s)
- Experience of Y2 teaching, learning and assessment
- Experience of leading a core curriculum area in a creative way resulting in high standards
- Experience of working with a wide range of abilities and enabling high quality SEND provision
- Proven record of successful teaching and outstanding pupil progress
- Experience of leading staff development and appraisal.
- Experience of monitoring and evaluating teaching and learning and holding staff to account
- Experience of mentoring and coaching to improve standards
- Team leadership skills

Knowledge and Skills

- To think strategically, and support the Head teacher in building and communicating a coherent vision
- Excellent inter personal skills
- A working knowledge of effective inclusive practice
- Involvement in school improvement planning and leading its implementation
- Involvement in the self-evaluation process
- Has up to date knowledge of safeguarding practices
- Ability to ensure that policies, procedures and practice are consistent and impact upon pupils' progress.
- Knowledge of ARE for the phase and learning behaviours
- Ability to analyse pupils progress using a range of data and tracking system and present this to a range of audiences
- Ability to communicate effectively with a range of stakeholders

Personal Attributes

- Able to uphold the Christian ethos of the school and its teamwork approach
- Positive leadership qualities coupled with an enthusiastic team approach to management.
- Able to maintain and further develop existing good links with parents and the local community.
- Well organised, able to prioritise and meet deadlines.
- A self-confident, proactive person with an engaging personality who can maintain the high expectations that currently exists within the leadership of the school.
- Caring, understanding, sensitive and perceptive to the school climate.
- Excellent organisational skills and ability to meet deadlines
- Present a good role model for pupils and staff
- To work in partnership with enthusiastic, proactive governors and colleagues in the best interest of the school
- High personal standards and commitment
- Someone who is sensitive and perceptive to the school climate.
- A sense of humour and endless

Interest/Motivation/Commitment

- Commitment to equality of opportunity and inclusion
- Promote and support an enriched curriculum including educational visits, extra-curricular activities