

**PERSON SPECIFICATION FOR ASSISTANT HEAD TEACHER
AT LILY LANE PRIMARY SCHOOL**

ESSENTIAL	DESIRABLE	EVIDENCE
<p>1. Qualifications</p> <ul style="list-style-type: none"> • Qualified Teacher Status • Educated to Degree Level • Agreement to undergo an Enhanced CRB check on appointment 	<ul style="list-style-type: none"> • Evidence of personal commitment to continuous professional development 	<p>Application Form Interview</p>
<p>2. Experience</p> <ul style="list-style-type: none"> • Be an outstanding practitioner • Successful teaching experience across the primary age range • Understanding of how children learn in high achieving and successful schools • Responsibility of leading an improvement area in school • Leadership of an aspect of school improvement and/or curriculum area • Leadership in aspects of school life involving contact with parents and the wider community 	<ul style="list-style-type: none"> • Responsibility at phase of whole school level for raising standards • Experience of leading teams to achieve a specific outcome for children • Evidence of the development of policy or curriculum schemes of work • Experience of managing a budget 	<p>Application Form Interview</p>
<p>3. Knowledge and Skills</p> <ul style="list-style-type: none"> • Evidence of strong professional subject knowledge • Commitment to high quality teaching and ability to demonstrate best practice to colleagues • Ability to coach and mentor individuals to achieve specific outcomes • Ability to challenge and inspire colleagues • The ability to plan, monitor, evaluate, review and lead by example • Ability to manage the implementation of change sensitively • Ability to lead and work as part of effective teams • High level of written and oral communication skills • To be able to provide evidence of having influenced the quality of teaching and learning • Good reasoning powers and good judgement 	<ul style="list-style-type: none"> • An understanding of delegated leadership and its challenges • Evidenced experience of raising standards within key whole school priorities • Evidence of understanding of strategic management in a school • A commitment to work collaboratively with other networks and providers 	<p>Application Form Interview</p>

<ul style="list-style-type: none"> • Ability to work closely and effectively with the Headteacher and Governors • Promotion of positive behaviour strategies and constructive handling of problems • 		
<p>4. Personal Qualities</p> <ul style="list-style-type: none"> • A vision for the role of Assistant Head • Ability to take responsibility for others' performance • Tenacity and commitment while working under pressure • Ability to think strategically • Ability to organise, prioritise and delegate • The ability to synthesise information quickly and effectively whilst maintaining an intensive workload • An awareness, understanding and commitment to equality and inclusion • An energetic, enthusiastic, creative professional 	<ul style="list-style-type: none"> • A commitment to providing extra-curricular activities and an understanding of its impact upon school ethos 	<p>Application Form Interview</p>