



PERSON SPECIFICATION

ASSISTANT HEADTEACHER: TEACHING & LEARNING

Elms Farm Community Junior and Infant School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

	ESSENTIAL	METHOD OF ASSESSMENT *
INITIAL QUALIFICATIONS	Qualified Teacher status.	A, I
FURTHER QUALIFICATIONS PROFESSIONAL DEVELOPMENT	Recent, relevant in-service training in current educational practice and management. To have obtained, or have a commitment to achieving the National Award for SEND Cos	A, I A
KNOWLEDGE & EXPERIENCE	To have a full working knowledge of the National Curriculum and statutory requirements, including assessment. A minimum of 4years successful and varied teaching experience in appropriate phase(s) (Key Stage 1 & 2) Proven experience of leading and managing change at an appropriate level including the curriculum, classroom organisation and administration in a primary school. Proven experience of high standards of primary classroom practice and of teaching area of responsibility. To know what high quality learning and teaching learning looks like- and the strategies to improving/sustaining it. To have a secure knowledge of Special Educational Needs, identification of needs & effective provision An interest in teaching pedagogy & research in supporting pupils with additional needs Evidence of leading a core area/subject of school improvement with a secure knowledge of leadership Ability to contribute to the operational management of the school Can evidence the impact of their Leadership in an aspect of school improvement, and/or curriculum area involving monitoring progress, evaluating impact & budget management.	A, I A, I A, I, P A, I A, I, P A, I A, I, P A, I A, I
SKILLS AND ABILITIES	Ability to communicate a vision and inspire others Ability to monitor, evaluate and plan to lead for sustained school improvement Ability to manage the implementation of change sensitively with the skills to coach staff members. Ability to manage and motivate individuals and teams.	A, I, P A, I, P A, I A, I



	A high level of oral and written communication skills, including new technologies.	A, I
	Ability to work to high professional standards and be well organised.	A, I
	Ability to report on school progress to stakeholders.	A
	Evidence of expertise in assessment procedures and data analysis.	A, I
Leadership & Management	Experience of delegating, supporting and monitoring the work of others	A, I
	Successful experience of observing and evaluating teaching, providing effective feedback and implementing support	A, I
	Ability to work effectively in partnership with the Headteacher & leadership team	A, I
	Success at promoting high expectations and ambition	A, I
	Experience of supporting colleagues to promote staff development, with an understanding of its relevance to performance management	A, I
OTHER	Evidence of motivation for working with children and commitment to equal opportunities and diversity.	A, I
	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	A, I
	Excellent organisational skills and ability to work effectively under pressure, prioritise and meet deadlines	A, I

- Those elements marked **A** - will be assessed in your **Application Form**
- Those elements marked **A/I** - will be assessed in your **Application Form** and during the selection process e.g. **Interview, Presentation**.
- Those elements marked **I/P** - will be evaluated during the selection process e.g. **Interview, Presentation**

NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.