



Giving Inspiring Flourishing together

Southborough CE Primary School

Assistant Headteacher/Head of Lower or Upper School person specification

Qualifications

- Qualified teacher status

Experience – show evidence of

- Recent experience of working successfully as a senior or middle leader in a school.
- **Evidence of a whole school responsibility and experience of turning policy into effective and successful practice.**
- Leadership of a significant area or phase or inclusion including responsibility for raising standards across the whole school.

Professional Knowledge

- A clear understanding of the essential qualities necessary for effective teaching and learning.
- Up to date knowledge of statutory regulations and guidance relating to the post.

Professional skills

Can demonstrate the ability to:

- Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement.
- Review whole school systems to ensure the robust evaluation of school performance and actions to secure improvements.
- **Lead and manage a school team/s to successfully achieve agreed goals.**
- Be an effective team player that works collaboratively and effectively with others.
- **Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).**
- Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).
- Demonstrate high quality teaching strategies.
- Support, motivate and inspire both colleagues and pupils by leading through example.
- Contribute effectively to the work of the headteacher and senior leadership team.
- **Deal successfully with situations that may include tackling difficult situations and conflict resolution.**
- Work successfully with a range of external agencies.

Commitment

Demonstrate a commitment to:

- equalities
- promoting the school's vision and ethos
- high quality, stimulating learning environment
- relating positively to and showing respect for all members of the school and wider community
- ongoing relevant professional self-development
- safeguarding and child protection