



Briary Primary School

Assistant Headteacher (Recovery) Person Specification



Job title	Grade	Hours/ Contract
Assistant Head Teacher	Leadership L5– L9	0.4FTE/ 1 year

Note to applicants

Whilst all criteria below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Essential criteria	Necessary requirements – skills, knowledge, experience etc.
1.	Qualified Teacher Status and a degree, 2:1 or above
2.	Evidence of continuing and recent professional development
3.	Recent, significant and successful experience as a teacher in the primary phase
4.	A track record of raising attainment in more than one key stage
5.	An excellent understanding of current theory and best practice in teaching and learning
6.	Good understanding of the 21st century learning context and the use of new technologies
7.	Significant and successful experience of leading aspects of curriculum development at whole school level
8.	Good understanding of effective leadership and management in relation to raising pupils' attainment and school improvement



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Essential criteria	Necessary requirements – skills, knowledge, experience etc.	
9.	Possession of good analytical skills, ability to synthesise complex information, summarise, draw appropriate conclusions and make decisions	
10.	Good understanding of how opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils	
11.	Knowledge of equality of opportunity issues and how they can be addressed in schools	
12.	Leadership qualities, including energy, resilience and the ability to enthuse and motivate others	
13.	The ability to provide a model of best practices, through teaching in own or other classrooms	
14.	Experience of contributing to school improvement, as a member of a school team	
15.	The ability to develop and maintain effective relationships with all members of the school community and outside agencies	
16.	Good understanding of effective strategies for gaining and maintaining high standards of discipline at whole school level, in accordance with the school's policy	
17.	Knowledge and understanding of statutory requirements, relevant legislation and government strategies	
18.	Ability to understand, interpret and present school performance and financial data	
19.	Understand the role of parents and the community in school improvement and how this can be promoted and developed	
20.	Ability to work effectively under pressure, to prioritise appropriately and to meet deadlines	
21.	Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people and demonstrate an understanding of safeguarding issues and the ability to follow procedures	
22.	Approachability, accessibility and flexibility, good personal presence and a sense of humour	



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Essential criteria	Necessary requirements – skills, knowledge, experience etc.	
Desirable criteria	Necessary requirements – skills, knowledge, experience etc.	
1.	Successful experience of improving the quality of teaching and learning, through processes of monitoring and support	
2.	Relevant further Professional Qualifications	
3.	Proven outstanding teaching across more than one key stage	
4.	Experience of teaching in more than one school	
4.	Experience of Performance Management as a team leader	
5.	Experience of developing and leading staff development programmes for teachers and other staff	
6.	Experience of managing and using pupil attainment and tracking databases	
7.	Understanding of leading and managing change	
8.	Experience of involvement with a Governing Board	
9.	Experience of initiating and implementing strategies to improve parental involvement in their children's learning	