

**Rowledge C of E Primary School**  
**Asistant Head Teacher ~ Person Specification**

<b>JOB REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
PROFESSIONAL QUALIFICATIONS	<ul style="list-style-type: none"> <li>• BEd, BA, PGCE, GTP (or relevant qualification)</li> <li>• QTS status</li> </ul>	<ul style="list-style-type: none"> <li>• Masters or evidence of other further study</li> </ul>
PROFESSIONAL EXPERIENCE	<ul style="list-style-type: none"> <li>• At least 5 years' experience in teaching</li> <li>• Exceptional classroom practitioner</li> <li>• Confident in all safeguarding procedures/best practice</li> <li>• Computing/ICT confident</li> <li>• Experience of leadership initiatives that have had whole school impact</li> <li>• Proficient in developing, implementing and monitoring systems which ensure the smooth running of the school</li> <li>• Excellent verbal, written and presentation skills</li> <li>• Staff management experience including managing change</li> <li>• Confident in all areas of assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in more than one school and in both key stages</li> <li>• Leadership/AHT experience</li> <li>• Familiarity in supporting Christian ethos</li> <li>• A computing wiz!</li> <li>• Experience of leading INSET</li> <li>• Effective collaboration with outside agencies</li> <li>• DSL</li> <li>• Previous contribution to SEF and SSP</li> <li>• Experience of whole school budgeting</li> </ul>
PROFESSIONAL KNOWLEDGE & UNDERSTANDING OF THE CURRICULUM	<ul style="list-style-type: none"> <li>• Understanding of what constitutes excellence in education and quality first teaching across the whole primary curriculum</li> <li>• Clear philosophy about how children learn successfully</li> <li>• A clear understanding of the difference between achievement and attainment and the importance of both</li> <li>• Understands the value of a topic based approach to inspire learning</li> <li>• Understanding of inclusion and individual needs, at both ends of the academic spectrum</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to demonstrate theoretical knowledge through excellent and innovative practice</li> <li>• A clear understanding of current end of key stage 2 assessment requirements</li> <li>• Knowledge of other current educational issues</li> <li>• Innovative in application of ICT throughout the curriculum</li> </ul>
INTERPERSONAL SKILLS	<ul style="list-style-type: none"> <li>• Kind, endlessly patient, fun!</li> <li>• Passionate, inspiring, motivating, reliable and resilient</li> <li>• Effective, empathetic communicator</li> <li>• Able to prioritise, evaluate, strategically plan and organise</li> <li>• Approachable, caring and relates well to all children, including those who struggle the most</li> <li>• Deals sensitively with people and resolves conflicts/problems</li> <li>• Ability to work under pressure and to deadlines either on own or part of a team</li> <li>• Prepared to ask for advice and support where appropriate</li> <li>• Sets high standards and provides a role model for pupils and peers</li> <li>• Supports and encourage parents to participate in the education of their children</li> <li>• Desire to embrace creativity and lead irresistible experiences e.g. pet day, sports competition, staff panto etc</li> </ul>	<ul style="list-style-type: none"> <li>• Leading aspects of additional school and community events e.g. entertainment at the summer fair</li> <li>• An interest in governance</li> </ul>
VISION AND PHILOSOPHY	<ul style="list-style-type: none"> <li>• A clear personal vision, ethos and direction which supports our vision and values</li> <li>• Ability to value and understand the whole personal development of children</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to own research and improving own practice</li> </ul>